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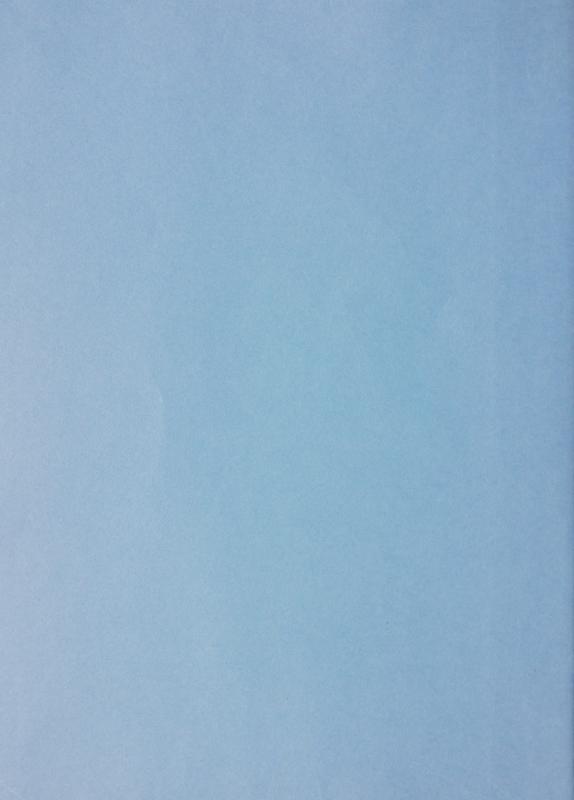
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COLLECTIVE BARGAINING PROVISIONS IN ONTARIO MUNICIPAL AGREEMENTS





Research Branch
Ontario Department of Labour



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COLLECTIVE BARGAINING PROVISIONS

IN

ONTARIO MUNICIPAL AGREEMENTS

Ъу

Research Branch

Ontario Department of Labour

January, 1970



Construction.

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Union,	Duration, Expiry Date and Bargaining
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INTRODUCTION

This report is a statistical analysis of the principal provisions contained in 154 Ontario collective agreements covering employees of municipal governments in effect as at October 1, 1969. These agreements account for more than four-fifths of all those held in the Department of Labour's Collective Agreements Library that are classified as local government union contracts. The 17 agreements that are not included in the study expired prior to October 1, and were still under re-negotiation or their renewals had not yet been received in the Library when the data were being compiled.

A total of 35 substantive provisions was analyzed. Included are clauses concerned with union membership, checkoff of dues and other items, hours of work, and virtually all those that provide renumeration above basic wage rates, such as overtime compensation, shift premiums, paid time off and employer contributions to health and welfare and pension benefits. Related provisions are grouped together in separate sections of the study.

The data drawn from these provisions are presented in terms of numbers of agreements and numbers of employees covered, and are classified by type of bargaining unit. Where necessary and feasible, extensive footnotes have been added to explain or expand on aspects of a provision that could not be described in the tabular data.

The following paragraphs summarize some of the findings of the study.

REGIONAL AND COUNTY DISTRIBUTION

Central Ontario, with 35, has the highest concentrate of municipal agreements found in any of the economic regions of the Province. These agreements apply to 12,000 employees, about 61 per cent of the total coverage of the study, and more than 9,000 of these workers are found in York County, including Metropolitan Toronto. The North-East Ontario and Niagara regions stand second and third in numbers of agreements analysed, 23 and 21 respectively; but these apply to only 4.4 and 12.5 per cent of the workers. The numbers of agreements in the other regions range from five to fifteen, and the employees covered by them from 80 in Georgian Bay to 1,048 in the Lake Erie Economic regions.

UNIONS REPRESENTING MUNICIPAL WORKERS

The Canadian Union of Public Employees holds more than four-fifths of the agreements analyzed, representing almost 98 per cent of the total employees. The remaining 21 agreements are divided among eight other unions.

SIZE OF BARGAINING UNIT

Small bargaining units are a predominant feature of local government labour relations. About 67 per cent of the agreements (94) apply to units of fewer than 50 employees, but these units represent only about nine per cent of all employees included in the study. On the other hand, bargaining units of 200 or more employees account for 14 per cent of the agreements analyzed, but contribute 74 per cent of the employee total.

TYPES OF BARGAINING UNIT

Three types of bargaining units are identified in the analysis according to the employees they cover - "Non-Office", "Office" and "Office and Non-Office". Three agreements covering foremen are included in the 103 non-office agreements analyzed, but all the remainder refer only to non-supervisory workers. In the 30 agreements classified as "Office", there is one that covers professional workers and two that cover both office and professional employees. The remaining 21 agreements classified under "Office and Non-Office" include one agreement that refers to professional workers as well.

The "Non-Office" bargaining units accounted for a smaller proportion of the 20,000 workers covered by the study than of the agreements analyzed - 56 per cent compared to 67 per cent. The remaining 44 per cent of the employees were divided almost evenly between "Office" and "Office and Non-Office" bargaining units.

UNION SHOP

Fifty-one per cent of the agreements contain some form of union membership requirement. The Union Shop is most prevalent in terms of agreements, accounting for 34 per cent, and it applies to 24 per cent of the employees. However, the modified union shop, which appears in only 10 per cent of the agreements, affects more than twice as many employees as do union shop provisions. This preponderance of the modified union shop in terms of employee coverage appears in all three types of bargaining units, but it is mainly accounted for by those comprised of office workers.

Virtually all of the agreements - 150 - include provisions for union dues check-off. Thirty-two of them also call for check-off of initiation fees and/or assessments. All but 18 of the employees are affected by a union dues check-off; for 48 per cent of them the check-off is compulsory, and for 47 per cent it is voluntary.

HOURS OF WORK

The 40-hour work week is the most prevalent one established by municipal agreements. It occurs in 64 per cent of the contracts and covers more than 55 per cent of the employees. These employees are predominantly in non-office occupations and are organized into bargaining units composed entirely of such workers and those that include office occupations as well.

The normal work week for employees in office and professional classifications ranges predominantly from $32\frac{1}{2}$ to 38-3/4 hours, both in the agreements that apply exclusively to these classifications and those that also include non-office employees in the bargaining unit.

OVERTIME COMPENSATION

Pay at time and one-half the employee's regular wage rate is the most prevalent compensation specified for work in excess of normal daily hours for both office and non-office workers. This rate occurs in more than 79 per cent of the agreements, and applies to more than 62 per cent of the employees.

SHIFT PREMIUMS

Premium pay is provided for second and third shifts in 56 and 58 per cent of the agreements respectively. The most prevalent premium paid is 15 cents per hour. This amount occurs for the second shift in 25 per cent of the agreements covering 54 per cent of the employees, and for the third shift, it appears in 29 per cent of the agreements covering 57 per cent of the employees.

PAY GUARANTEES

Of the two pay guarantee provisions analyzed, call-back clauses are the most prevalent. They are included in 82 per cent of the agreements, compared with 25 per cent for reporting guarantees.

A minimum of four hours of work or pay is the most common reporting guarantee, occurring in 11 per cent of the agreements and covering 24 per cent of the total employees. A guarantee of two hours is specified in seven per cent of the agreements and applies to 81 per cent of the employees.

A minimum of two hours is the most frequent call-back guarantee provided. It appears in 49 per cent of the agreements, representing 68 per cent of the employees. Time and-one-half the employee's hourly wage is the most common single rate of pay applicable to call-backs. This rate covers 24 per cent of the agreements and 27 per cent of the employees. In 31 per cent of the agreements, the employee is paid the rate that applies at the time he is called back.

JURY DUTY PAY

Pay for working time lost while serving on a jury is provided in 60 per cent of the agreements covering 84 per cent of the employees. The most common provision calls for the employer to make up the differences between the employee's regular pay and the jury fees he receives. This is found in 57 per cent of the agreements and applies to 79 per cent of the employees.

PAID BEREAVEMENT LEAVE

Paid absences due to death in an employee's family are provided in 91 per cent of the agreements representing 96 per cent of the workers. A maximum allowance of three days is the most common pattern, occurring in 55 per cent of the contracts and applying to 72 per cent of the employees. In 18 per cent of the agreements, three days are allowed for death of a member of the immediate family and one-half to two days for death of other relatives. Fifteen agreements provide a basic three-day leave and an additional two to seven days for reasonable time if travel is required. For further explanation of this item, see the note accompanying Table 26.

PAID HOLIDAYS

All of the employees in the study are covered by paid holiday provisions. Seventy-two per cent of them, represented by 40 per cent of the agreements, receive pay for 11 full

holidays. Agreements specifying 10 paid holidays account for 30 per cent of the total and apply to 10 per cent of the employees.

Time and one-half the regular rate of pay in addition to holiday pay is the most prevalent compensation provided for holiday work. This is found in 62 per cent of the agreements and covers 46 per cent of the employees. In an additional three agreements representing less than one per cent of the employees, the compensation is double time and one-half, that is, the arrangement is identical to the one described in the immediately preceding sentence. Double time plus holiday pay occurs in 18 per cent of the agreements, and is paid to 10 per cent of the employees. None of the other arrangements reported were found in more than three agreements, and only one covered more than a few hundred workers. In that case, the agreement provides for time and one-half plus equivalent time off, and affects one of the major bargaining units included in the study.

PAID SICK LEAVE

Paid sick leave provisions are contained in 95 per cent of the agreements and cover 99 per cent of the employees. An annual allowance of 18 days is the most prevalent practice in those agreements that specify the amount of sick leave that is granted. It occurs in 58 per cent of these contracts and covers 75 per cent of the employees.

One hundred and eleven agreements provide for accumulation of sick leave credits. Of the remainder, data was not available in 24 of the agreements and, as the tables show, a few either do not provide for sick leave or its accumulation. Of the 111 agreements, 26 allow unlimited accumulation and the remaining 85 provide for varying maximum amounts. A cash benefit at the current wage rate is given in 78 of the contracts for 50 per cent of an employee's unused sick leave when his employment is terminated for reasons other than retirement, and a few others provide for more generous payments. In the case of retirement, 85 of the agreements provide for payment, with 66 of them specifying payment at the current wage rate for 50 per cent of accumulated sick leave, and 16 provide payment for 100 per cent of such leave.

PAID VACATIONS

Paid vacations are provided by all the agreements analyzed. A maximum vacation of three weeks appears in seven per cent (11), four weeks in 66 per cent (102), and five weeks in 27 per cent (41) of the agreements.

About 96 per cent of the employees qualify for a twoweek vacation after one year of service and two per cent after two years. Two agreements require three, and one requires four years of service to earn a two-week vacation.

All the agreements provide for three weeks' vacation, and the maximum qualifying period is 10 years. The most prevalent qualifying period is seven years, after which 71 per cent of the workers earn a three-week vacation. Nine per cent of them can qualify after five years, ten per cent after eight years, and three per cent after 10 years. The minimum qualifying period for a three-week vacation is three years, but it appears in only two agreements and covers very few workers.

A four-week vacation is provided for in 93 per cent of the agreements covering 99 per cent of the employees in the study. The predominant qualifying period is 20 years, found in 41 per cent of the contracts and affecting 62 per cent of the workers. Four weeks' vacation is granted after 15 years of service to 11 per cent of the employees covered by 19 per cent of the contracts, and after 18 years of service to 6 per cent of the employees covered by 14 per cent of the contracts.

Thirty-eight per cent of the contracts provide a five-week vacation to 69 per cent of the workers. The predominant practice is to grant five weeks after 25 years of service; such a provision is found in 22 per cent of the agreements and benefits 68 per cent of the employees.

HEALTH, INSURANCE AND PENSION PLANS

Basic hospital plans are included in 99 per cent of the agreements and cover the same proportion of the employees. For 92 per cent of the employees represented by 82 per cent of the agreements, the employer pays two-thirds of the premium for the plan. In 9 per cent of the agreements, the employer contributes one-half of the premiums.

Basic medical and surgical plans are provided in 97 per cent of the agreements and apply to 99 per cent of the employees. For 91 per cent of the employees covered by 80 per cent of the agreements, the employer is required to pay two-thirds of the premiums for the plan. In 10 per cent of the agreements, the employer contributes one-half of the premiums.

Life insurance plans are provided in 74 per cent of the agreements and apply to 92 per cent of the employees. In 44 per cent of the agreements affecting 69 per cent of the employees two-thirds of the premiums for the plans are paid by the employees.

In 13 per cent, the employer pays one-half of the premiums.

Pension plans are provided in two-thirds of the agreements covering 90 per cent of the employees. Fifty-nine per cent of the agreements stipulate that the employer and the employee share the cost of retirement benefits, and in 16 per cent, the financing arrangement was not specified.

The major responsibility for the study was taken by Lenard Haywood of the Research Branch. He was assisted in the preparation of the data by the Systems and ADP Branch, and other members of the Research staff, among whom special credit goes to Clive Teelucksingh, Ralph Locke and Diana Yen. The report was printed by the Office Services Branch.



SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION, UNION, DURATION, EXPIRY DATE AND BAR-GAINING UNIT SIZE AND TYPE



TABLE 1

REGIONAL AND COUNTY DISTRIBUTION
OF ONTARIO MUNICIPAL AGREEMENTS

Region and County	Agre	ements	Employees Covered		
	Number	Percent	Number	Percent	
Eastern Ontario	10	6.5	765	3.8	
Prescott	1	0.6	24	0.1	
Frontenac	2	1.3	388	1.9	
Stormount	1	0.6	75	0.4	
Leeds	1	0.6	23	0.1	
Renfrew	3	1.9	89	0.4	
Carleton	2	1.3	166	0.8	
Lake Ontario	11	7.1	248	1.2	
Hastings	4	2.6	128	0.6	
Northumberland	2	1.3	42	0.2	
Victoria	2	1.3	30	0.2	
Durham	2	1.3	26	0.1	
Inter-County	1	0.6	22	0.1	
Central Ontario	35	22.8	12,042	60.5	
Ontario	5	3.2	601	3.0	
York	17	11.0	9,391	46.9	
Pee1	7	4.5	1,847	9.2	
Halton	6	3.9	203	1.0	
Niagara	21	13.7	2,498	12.5	
Wentworth	4	2,6	1,461	7.3	
Lincoln	5	3.2	330	1.6	
Welland	10	6.5	556	2.8	
Brant	2	1.3	151	0.8	
Lake Erie	11	7.1	1,048	5.2	
Oxford	2	1.3	73	0.4	
Elgin	3	1.9	68	0.3	
Middlesex	6	3.9	907	4.5	

TABLE 1 cont'd.

Region and County	Agre	ements	Employees Covered			
1108_111 1111 11111	Number		Number	Percent		
Lake St. Clair	14	9.1	1,008	5.0		
Kent	2	1.3	47	0.2		
Essex	10	6.5	855	4.3		
Lambton	2	1.3	106	0.5		
Midwestern Ontario	9	5.8	633	3.2		
Wellington	3	1.9	162	0.8		
Waterloo	5	3.2	419	2.1		
Perth	1	0.6	52	0.3		
Georgian Bay	5	3.2	80	0.4		
Grey	1	0.6	26	0.1		
Simcoe	3	1.9	36	0.2		
Parry Sound	1	0.6	18	0.1		
Northeastern Ontario	23	15.0	875	4.4		
Nipissing	3	1.9	141	0.7		
Sudbury	9	5.8	458	2.3		
Timiskaming	2	1.3	43	0.2		
Cochrane	7	4.5	216	1.1		
Algoma	2	1.3	17	0.1		
Lakehead Northwestern						
Ontario	15	9.7	832	4.2		
Thunderbay	8	5.2	604	3.0		
Rainy River	3	1.9	98	0.5		
Kenora	4	2.6	130	0.6		
Total:	154	100.0	20,029	100.0		

TABLE 2

ONTARIO MUNICIPAL AGREEMENTS BY UNION

Union	Non-Office		Off	ice	Office and	
	grts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
Canadian Union of Public Employees	86	10,880	28	4,339	19	4,304
Canadian Union of Operating Engineers	1	60	-	-	_	pra
Civic Institute of Professional Per- sonnel	-	-	1	150	-	-
International Brother- hood of Electrical Workers	3	17	_	-	2	79
International Brother- hood of Teamsters, Chauffeurs, Warehouse men and Helpers of	<u>-</u>					
America	4	35	-	-	~	_
Labourers Internationa Union of North Americ		34	-	-	-	pos
Ontario Civil Service Association	1	20	-	-	-	-
Retail, Wholesale and Department Store						
Union	3	30	1	3	_	-
Service Employees International Union	1	5	-	-	_	-
United Electrical, Radio and Machine Workers of America	2	73	-	-04	-	-
Total:	103	11,154	30	4,492	21	4,383

TABLE 3

DURATION OF ONTARIO MUNICIPAL AGREEMENTS

Duration	Non-Office		Off	ice	Office and Non-	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
Less than one year	1	45		-	-	-
One year	6	259	3	146	2	286
More than one year but less than two						
years	18	685	2	199	-	-
Two years	74	9,954	23	3,902	19	4,097
More than two years but less than three						
years	2	188	2	245	-	-
Three years	2	23	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

TABLE 4

MONTH AND YEAR OF EXPIRY OF ONTARIO MUNICIPAL AGREEMENTS

	196		19	70	19	71	19	1972	
Month	Agree- ments	Empls. covered	Agree- ments	Empls. covered	Agree- ments	Empls. covered	Agree- ments	Empls. covered	
January	_		9	319	6	1,558	999	-	
February	-	-	8	683	6	109	_	-	
March	-	-	11	653	5	169	1	11	
April	- "	-	6	190	1	10	-	600	
May	-	-	1	58	4	46	-	-	
June	-	-	1	23	1	28	-	-	
July	-	-	1	15		-	604	-	
August	· -	_	2	88	-	-	-	-	
September	-	_	2	19	1	32	-	-	
October	1	41	2	270		-	_	-	
November	-	-	1	15	-	-	-	-	
December	51	13,028	33	2,664	-	-	610	-	
Total:	52	13,069	77	4,997	24	1,952	1	11	

TABLE 5

ONTARIO MUNICIPAL AGREEMENTS BY SIZE OF BARGAINING UNIT

Bargaining Unit Size	Non	-Office	Off	ice	Office and	
Group	Agrts.	Empls.	Agrts.	Empls.	Agrts.	
Under 25 employees	48	532	11	157	8	144
25 to 49 employees	21	700	3	98	3	125
50 to 99 employees	16	1,106	6	429	4	244
100 to 199 employees	6	842	5	644	1	107
200 to 499 employees	6	1,8177	4	1,134	3	963
500 to 999 employees	4	2,405	-	-	1	600
1000 or more employees	5 2	3,752	1	2,030	1	2,200
Total:	103	11,154	30	4,492	21	4,383

TABLE 6

TYPES OF BARGAINING UNIT COVERED BY ONTARIO MUNICIPAL AGREEMENTS

Type of Bar- gaining Unit	Agreen	nents	Employees Covered	
	Number	Percent	Number	Percent
Non-Office Employees	103	67.0	11,154	55.8
Office Employees ^a	30	19.4	4.492	22.3
Office and Non-Office Employees	21	13.6	4,383	21.9
Total:	154	100.0	20,029	100.0

a. Includes office, clerical and/or technical employees.



SECTION 2

UNION SECURITY



TABLE 7

UNION MEMBERSHIP REQUIREMENT UNDER
ONTARIO MUNICIPAL AGREEMENTS

Membership Requirement	Non-Office		Office		Office and Non-	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	55	3,025	11	745	9	886
Union Shop	31	3,102	12	725	10	1,034
Modified Union Shop	6	4,679	7	3,022	2	2,463
Maintenance of Membership	9	300	_	-	_	
Other	2	48	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

NOTE:

A union shop provision requires all employees subject to agreement to become members of the union within a specified time and remain members for the life of the agreement as a condition of employment. A modified union shop requires membership in the union as a condition of employment with the exception of certain groups or class of employees, most commonly those hired before a specified date, or those not members at the time the agreement goes into effect. Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the duration of the agreement, present employees who are not members are not required to join the union, new employees need not join but if they do, they must maintain membership.

TABLE 8

CHECK-OFF PROVISIONS UNDER ONTARIO MUNICIPAL AGREEMENTS

Types of Payments	Non-Office		Office		Office and Non- Office	
Check-Off	Agrts.	Empls.	Agrts.	Empls.	Agrts.	
No Provision	3	15	1	3	-	-
Dues Only	82	9,021	19	3,887	17	1,461
Dues and Initia- tion Fees	6	1,078	3	160		-
Dues and Assess- ments	10	1,029	7	442	3	2,642
Dues, Initiation Fees and Assess-						
ments	2	11	-	-	. 1	280
Other	-	-	-	-	-	-
Total:	103	11,154	30	4,492	21	4,4383

NOTE: Check-Off is the arrangement whereby the employer regularly deducts union dues from employees' wages and remits them to the union. The arrangement may also provide for deductions of initiation fees and assessments.

TABLE 9

AUTHORIZATION FOR DUES CHECK-OFF UNDER ONTARIO MUNICIPAL AGREEMENTS

Type of Authorisation	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	3	15	1	3	-	-
Voluntary	13	4,739	4	2,250	5	2,342
Compulsory	81	6,227	21	1,719	14	1,768
Modified Compulsory	6	173	4	520	2	273
Total:	103	11,154	30	4,492	21	4,383

NOTE: Authorization for dues check-off was classified into three types:

(1) voluntary, where all the employees covered by the agreement may or may not authorize the employer to deduct union dues from their wages; (2) compulsory, where all the employees covered by the agreement are required to have union dues deducted from their wages; and (3) modified compulsory, where dues deductions are voluntary for some of the employees and compulsory for others.



HOURS OF WORK AND OVERTIME



SCHEDULED DAILY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS

Number of Hours	Non-	Office	Off	ice	Office and	
		Empls.		Empls.	Agrts.	Empls.
7 Hours	-	-	10	749	-	-
7-1/2 Hours	1	11	2	. 55	-	-
8 Hours	82	9,069	6	595	3	80
9 Hours	6	78	~	-	-	-
Varies for different groups	11 ^a	1,884	10 ^b	2,923	17 ^c	4,279
Varies for different seasons	1 ^d	18	1 ^e	150	-	-
Varies for different groups and seasons	-	-	1 ^f	20	-	-
Not specified	2	94	-	-	1	14
Total:	103	11,154	30	4,492	21	4,383

- a. Includes four agreements covering 427 employees specifying 8 hours for the majority, and 10 hours on four days for one group; one covering 525 employees specifying 8 hours for the majority, and 9 hours on four days and 4 hours on one day for one group; one covering 547 employees specifying 8 hours for the majority, 7 hours for one group, and 10 hours on four days for another group; one covering 159 employees specifying 8 hours for the majority and 7-1/2 hours on three days, 6-1/2 hours on two days and 4-1/2 hours one one day for one group; three covering 191 employees specifying 8 hours for the majority and no fixed hours for others; and one covering 35 employees specifying 8 hours for the majority and 7-1/2 hours for one group.
- b. Includes one agreement covering 75 employees specifying 6-3/4 hours for the majority, 7 hours for one group and 8 hours for others; one covering 94 employees specifying 7 hours for the majority 9-1/2 hours for one group and 8 hours for o others; five covering 470 employees specifying 7 hours for the majority and 8 hours for others; two covering 254 employees specifying 7-1/4 hours for the majority and 8 hours for others; and one covering 2,030 employees specifying 8 hours for one group of employees, hours not specified for another group, and 7 hours for the remainder of office employees and for professional employees.
- c. Includes one agreement covering 22 employees specifying 6-1/2 hours for office employees and 9 hours for non-office employees; one covering 420 employees; specifying 6-3/4 hours for office employees and 8 hours for non-office employees; eight covering 519 employees specifying 7 hours for office employees and 8 hours for non-office employees; one covering 24 employees specifying 7 hours for office employees and for non-office employees 9 hours on four days and 8 hours on one day; three covering 941 employees specifying 7-1/4 hours for office employees and 8 hours for non-office employees; two covering 153 employees specifying 7-1/2 hours for office employees and 8 hours for non-office employees; and one covering 2,200 office, non-office and professional employees specifying 7 hours for the majority of office and professional employees; 8 hours for one group of professional employees, other office employees and non-office employees, and no fixed hours for one group.
- d. Eight hours Monday to Friday and 4 hours on Saturday during the winter period, and 8 hours Monday to Friday during the remainder of the year.
- e. Six and a half hours from June to Labour Day, and 7 hours during the remainder of the year.
- f. Six and three-quarter hours for the majority, 7-3/4 hours for one group, 7 hours from October 1st. to April 30th. and 8 hours from May 1st. to September 3oth for another group and 8 hours for a third group.

SCHEDULED WEEKLY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS

Number of Hours	Non	-Office	Off	ice	Office ar	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
35 Hours	-	900	10	749	-	-
37-1/2 Hours	1	11	2	55	-	-
40 Hours	90	10,353	6	595	3	80
45 Hours	6	78	-		-	-
Varies for different groups	3ª	600	10 ^b	2,923	17 ^c	4,279
Varies for different seasons	1 ^d	18	1 ^e	150		-
Varies for different groups and seasons	-	-	1 ^f	20	-	-
Not specified	2	94	-	-	1	24
Total:	103	11,154	30	4,492	21	4,383

- a. Includes one agreement covering 547 employees specifying 40 hours for the majority and 35 hours for one group; one covering 35 employees specifying 40 hours for the majority and 37-1/2 hours for one group; and one covering 18 employees specifying 40 hours for the majority and 42 hours for one group.
- b. Includes one agreement covering 75 employees specifying 33-3/4 hours for the majority, 35 hours for one group and 40 hours for others; one covering 94 employees specifying 35 hours for the majority, 47-1/2 hours for one group and 40 hours for others; five covering 470 employees specifying 35 hours for the majority and 40 hours for others; two covering 254 employees specifying 36-1/4 hours for the majority and 40 hours for others; one covering 2,030 employees specifying 40 hours for one group, 31 hours for another, and 35 hours for the remainder of the office employees and for professional employees.
- c. Includes one agreement covering 22 employees specifying 32-1/2 hours for office employees and 45 hours for non-office employees; one covering 420 employees specifying 33-3/4 hours for office employees and 40 hours for non-office employees; nine covering 543 employees specifying 35 hours for office employees and 40 hours for non-office employees; three covering 941 employees specifying 36-1/4 hours for office employees and 40 hours for non-office employees; and two covering 153 employees specifying 37-1/2 hours for office employees and 40 hours for non-office employees.
- d. Forty-four hours during the winter period and 40 hours during the remainder of the year.
- e. Thirty-two and a half hours from June to Labour Day and 35 hours during the remainder of the year.
- f. Thirty-three and three-quarter hours for the majority, 38-3/4 hours for one group, 35 hours from October 1st. to April 30th. and 40 hours from May 1st. to September 30th. for another group, and 40 hours for a third group.

TABLE 12

COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non-Office		Off	ice	Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	5	172	5	198	2	444
traight time	2	89	-	-	-	-
ime and one-half	90	10,087	18	1,620	14	791
ime and one-half followed by double time	3ª	160	-	_		pop
aries for different groups	-	-	1 ^b	2,030	4 ^C	2,885
quivalent time off or pay at time and one-half	2	639	3	506	-	-
ime and one-half off or pay at straight time	-	-	1	24	-	-
ime and one-half off or pay at time and one-half		-	2	114	-	-
ime and one-half off	1	7	-	-	tide	600
Total:	103	11,154	30	4,492	21	4,383

- a. Time and one-half for first four hours in one agreement covering 142 employees; and time and one-half for first two hours in two agreements covering 18 employees.
- b. Straight time for some office employees, time and one-half for other office employees and all other employees.
- c. Includes one agreement covering 600 employees providing time and one-half for non-office employees and equivalent time off for office employees; one covering 53 employees providing time and one-half for non-office employees and time and one-half off for office employees; one covering 32 employees providing time and one-half for non-office employees, time and one-half for first five hours then double time for some office employees and equivalent time off or pay at time and one-half for other office employees; and one covering 2,200 employees providing straight time for some office employees, time and one-half for other office employees and all other employees.

TABLE 13

COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY HOURS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non-	-Office	Off	ice	Office ar	
	Agrts.	Emp1s.	Agrts.	Empls.	Agrts.	
No Provision	47	6,832	13	3,358	9	421
Straight time	1	80	-	-	-	
Time and one-half	55	4,242	13	882	9	899
Varies for different groups	-	-	~	-	1ª	600
Time and one-half off or pay at straight time	_	-	1	24	-	-
Time and one-half off or pay at time and one-half	-	-	1	75	- 1	263
Equivalent time off	~	_	1	150	_	_
Other	-		1 ^b	3	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Time and one-half for non-office employees, equivalent time off for office employees.

b. Present practice to continue.

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SATURDAY OR SIXTH DAY UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non-	-Office_	Off	ice	Office an	nd Non-
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	48	3,018	15	930	8	1,080
Time and one-half	50	7,951	13	3,231	12	3,256
Double time	3	167	1	16	1	47
Time and one-half followed by double time	2 ^a	18	-	-	•	-
Equivalent time off or pay at time and one-half	_	-	1	315	enq	dont
Total:	103	11,154	30	4,492	21	4,383

a. Time and one-half until noon in one agreement coverin 14 employees, and time and one-half for the first two hours in one agreement covering four employees.

TABLE 15

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SUNDAY OR SEVENTH DAY UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non-	-Office	Off	ice	Office an	
•	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	27	1,259	10	520	3	139
Time and one-half	22	5,700	7	619	5	178
Double time	53	4,169	11	3,014	11	3,771
Varies for different groups	_	-		-	1 ^a	32 ,
Time and one-half of or pay at straight time	E -	-	1	24	_	-
Equivalent time off or pay at time and one-half	_		1	315	-	ent.
Other	1 ^b	28	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Double time for some office employees and time and one-half for other office employees and non-office employees.

b. Time and one-half plus 33 cents per hour until April 30, 1970, and time and one-half plus 35 cents per hour after this date.

TABLE 16

PROVISIONS FOR PAYMENT OR SUPPLY OF MEALS
___UNDER ONTARIO MUNICIPAL AGREEMENTS

Payment or Supply	Non-	Office	Offi	ce	Office at	
of Meals	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	78	8,710	26	3,876	16	3,002
\$1.25 per Meal	3	111	-	-	-	-
\$1.50 per Meal	9	967	4	616	2	658
\$1.75 per Meal	3	62	-	-	1	280
\$2.00 per Meal	6	505	-	-	2	443
\$2.50 per Meal	1	11	-	. -	-	-
Meals Supplied by the Employer	3	788	-	-	_	-
Total:	103	11,154	30	4,492	21	4,383



SHIFT PREMIUMS



SECOND SHIFT PREMIUMS UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount	Non-	-Office	Off	ice	Office an	
Amount	Agrts.			Empls.	Agrts.	Empls.
No Provision	37	705	22	1,262	8	392
Çents Per Hour						
3 cents	-	-			1	24
4 cents	1	30	-		-	***
6 cents	1	150	-	_	-	-
7 cents	2	90	-	-	1	53
8 cents	2	90	-		-	
9 cents	2	137	-	-	1	23
10 cents	9	361	1	127	-	-
11 cents	3	851	-	-	1	600
12 cents	5	335	-	-	1	47
13 cents	4	252	1	2,030		-
14 cents	4	211	-	en.	1	280
15 cents	29	7,488	6	1,073	3	2,313
18 cents	3	440	400	_	1	420
20 cents	1	14	-	_	1	107
Other	_	-	_	-	1 ^a .	46
Percentage of Wages						
5 percent	-		ene		1	78
Total:	103	11,154	30	4,492	21	4,383

a. Fifteen cents per hour for some employees and ten cents for others.

TABLE 18

THIRD SHIFT PREMIUMS UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount	Non	-Office	Off	fice	Office a	
	Agrts.		Agrts.	Empls.	Agrts.	
No Provision	35	540	22	1,262	7	360
Cents Per Hour						
5 cents	-	-	_	-	2	56
6 cents	1	30	-	-	-	-
7 cents	1	25	-	-	-	-
8 cents	1	15		-	-	
10 cents	4	99	_	-	-	-
11 cents	2	176	-	-	-	_
12 cents	6	1,004	-	-	1	600
13 cents	5	314	***	-	1	23
14 cents	5	231	1	2,030	1	280
15 cents	34	7,940	7	1,200	3	2,313
16 cents		-	-	-	1	47
17 cents	1	28	-	-	-	_
18 cents	4	459	-	-	1	420
20 cents	3	143	-	-	1	107
Other	1ª	150	-	-	2 ^b	99
ercentage of Wages						
5 percent		-	_	-	1	78
Total:	103	11,154	30	4,492	21	4,383

a. Six cents for some employees and 11 cents for others.

b. Includes one agreement covering 46 employees providing 12 cents for some employees and 10 cents for others and, one covering 53 employees providing 60 cents for some employees and 10 cents for others.

PAY GUARANTEES



TABLE 19

REPORTING PAY GUARANTEES^a UNDER

ONTARIO MUNICIPAL AGREEMENTS

Minimum Guarantee	Non	-Office		Offi	.ce	Office an	
	Agrts.	Empls.		Agrts.	Empls.		Empls.
No Provision	68	3,491		29	4,477	18	4,273
One Hour of Work or Pay	2	135	,	-	-	-	-
Two Hours of Work or Pay	9	1,401		-		2	102
Three Hours of Work or Pay	5	806		-	_	_	_
Four Hours of Work or Pay	15	4,725		1	15	1	8
Eight Hours of Work or Pay	1	7		-	-	_	_
Graduated Payments	3b	368		-		-	-
Total:	103	11,154		30	4,492	21	4,383

- a. Reporting pay provisions guarantee employees an amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.
- b. Includes one agreement covering 211 employees guaranteeing one hour for reporting and two hours if work was started; one covering 32 employees guaranteeing three hours for reporting and four hours if work was started; and one covering 125 employees guaranteeing three hours for reporting on schedule and two hours if asked to report back.

TABLE 20

CALL-BACK PAY GUARANTEE UNDER ONTARIO MUNICIPAL AGREEMENTS

Min. Guarantee and Rate of	Non-	Office	Off	Lce	Office an	
Pay	Agrts	Empls.	Agrts.	Empls.	Agrts.	Empls
No Provision	10	620	16	1,111	2	273
2 hours at straight time	8	689	1	22	-	-
3 hours at straight time	5	964	-	-	2	623
4 hours at straight time	3	33	-	-	2	31
l hour at time and one-half	2	34	-	-	-	-
1-1/2 hours at time and one-hal	f 1	5	-	-		-
2 hours at time and one-half	23	4,313	3	390	2	304
3 hours at time and one-half	4	628		_	_	_
4 hours at time and one-half	1	20	-	_	1	53
2 hours at straight time or act hours worked at premium rate whichever is greater	ual 3	612	1	15	1	24
3 hours at straight time or act hours worked at premium rate whichever is greater	ual 3	569	2	127	_	_
4 hours at straight time or act hours worked at premium rate whichever is greater	ual 6	136	1	14	2	162
l hour at applicable overtime r	ate 1	40	1	16	_	_
2 hours at applicable overtime rate	24	2,070	5	2,797	4	2,337
2-1/2 hours at applicable over- time rate	1	18	-	_	-	_
2-2/3 hours at applicable over- time rate	-	-	-	-	1	10
3 hours at applicable over- time rate	4	176	-	-	2	442
hours at applicable over- time rate	-	-	-	_	1	46
Other —	4b	249	-	-	1c	78
Total	103	11,154	30	4,492	21	4,383

a. Call-back or call in pay provisions guarantee employees on amount of pay or hours of work if they are called back -after they have gone home or if they are called in to work out -of normally scheduled hours, early in the morning or on weekends.

b. Includes two agreements covering 124 employees guaranteeing a minimum of 3 hours at time and one-half for Monday to Saturday call-backs and 3 hours at double for Sunday call-backs; one covering 49 employees guaranteeing 2 hours at time and one-half for Monday to Saturday call-backs and 4 hours at double time for Sunday call-backs; and one covering 76 employees guaranteeing 2 hours at straight time for call-ins before the start of the regular shift and 2 hours at double time.

c. Two hours at straight time for Monday to Saturday call-backs, and 4 hours at straight time for Sunday call-backs.

ALLOWANCES FOR WORK CLOTHING OR UNIFORMS



TABLE 21
SUPPLY OF WORK CLOTHING OR UNIFORMS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Provision	Non	Non-Office		Office		nd Non-
	Agrts.	Empls.	Agrts.	Empls.		Empls.
No Provision	45	4,743	25	3,930	10	1,114
Work clothing or uniforms supplied at no cost to						
employees	47	5,731	5	562	9	2,825
Work clothing or uniforms supplied at cost to						
employees	3	141	~	-	1	420
Monetary allowance provided for purchase of work clothing or uni-						
forms	7 ^a	174	-	Since .	-	-
Other	1 ^b	365	-	district	1 ^b	24
Total:	103	11,154	30	4,492	21	4,383

- a. Includes two agreements covering 17 employees providing \$100 per year; one covering 76 employees providing \$40.00 per year to mechanics and their helpers and \$80.00 to other employees; one covering three employees providing \$40.00 per year; one covering 28 employees providing \$60.00 per year to some tradesmen, \$80.00 to other tradesmen and \$40.00 to other employees; one covering 35 employees providing \$33.00 per year; and one covering 15 employees providing four cents per hour.
- b. Fifty per cent of the cost of rental or purchase price of work clothing for some employees, and for other employees clothing supplied at no cost to them.

MAINTENANCE OF WORK CLOTHING OR UNIFORMS UNDER ONTARIO MUNICIPAL AGREEMENTS

Provision	Non-	-Office	Off	Office		d Non-
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	88	8,536	30	4,492	19	1,903
Work clothing or uniforms main+ tained at no cost to employee	14	2,569	-	-	2	2,480
Work clothing or uniforms main- tained at some cost to employee	1	49	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Refers to laundering and cleaning services.

SECTION Z

PAY FOR TIME NOT WORKED



TABLE 23

PAID REST PERIODS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Number of Daily Periods and Duration	Non-Office Agrts. Empls.		Office Agrts. Empls.		Off	and Non-
and Duration 2	agrus.	Empis.	Agrts.	Embra.	Agrts.	Empls.
No Provision	53	6,017	14	3,218	11	3,203
One Period, 10 minutes	-	-	-	-	Alley	
One Period, 15 minutes	1	10	1	24	-	-
Two Periods, 10 minutes each	28	3,612	3	96	3	631
Two Periods, 15 minutes each	16	610	11	839	7	549
Two Periods, duration varies for different groups of employees	_	_	_	_	_	***
Two Periods, duration varies for morning and afternoon	1 ^a	577	1 ^b	315	***	-
Two Periods, duration not indicated	1	6	-	_	-	-
Other	2 ^c	260	-	-		
Total:	103	11,154	30	4,492	21	4,383

- a. Ten minutes in the morning and 15 minutes in the afternoon.
- b. Fifteen minutes in the morning and 10 minutes in the afternoon.
- c. In one agreement covering 211 employees two periods of 10 minutes each during October 15th to March 15th, and one period of 15 minutes during March 15th to October 14th; and in one covering 49 employees, two periods of 15 minutes each on any shift of more than four hours and two periods of 10 minutes each in any shift of four hours or less.

TABLE 24

PAID CLEAN-UP OR CLOTHES CHANGING TIME
UNDER ONTARIO MUNICIPAL AGREEMENTS

Daily Time Allowance	Non	-Office_	Off	ice		and Non- ffice
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	83	8,256	29	4,459	19	2,159
One Period, 5 minutes	5	2,273	-	-	1	2,200
One Period, 10 minutes	s 2	18	-	-	-	-
One Period, 15 minutes	3 2	25	1	33	-	-
One Period, duration not indicated	2	361	-	-	_	-
Two Periods, 5 minute each	es 5	134	-	-	1	24
Two Periods, 10 minute each	es 2	21	-			-
Two Periods, 15 minute each	es 1	49	-		_	-
Periods and duration not indicated	1	17	-	-	-	-
Total:	103	11,154	30	4,492	21	4,383

PAID JURY DUTY LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Pay	Non-	-Office	Off	Office		Office and Non- Office	
,	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	
No Provision	38	2,049	13	862	10	344	
Full pay less jury fees	62	8,516	15	3,353	11	4,039	
Full pay or jury fees whichever is greater	-	-	2	277	-	en	
Not specified	3	589	-	-	-		
Total:	103	11,154	30	4,492	21	4,383	

TABLE 26

PAID BEREAVEMENT LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

Maximum Days Allowed	Non	-Office	Off	fice		e and Non-
	Agrts.		Agrts.		Agrts.	Empls.
No Provision	12	520	1	3	1	263
2 Days	1	7	_		_	-
3 Days	55	7,788	17	3,252	13	3,471
4 Days	1	94	-	-	-	-
3 Days basic with 2 additional days if travel involved.	4	934	. 4	554	_	-
B Days basic, with 3 additional days if travel involved	1	5	_	_	_	-
3 Days for death in immediate family, 1/2 day for other relatives	2	385	_	_	1	420
Days for death in immediate family, 1 day for other relatives	15	391	2	108	3	105
Days for death in immediate family, 2 days for other						
relatives	1	20	1	350	-	-
ot specified	3	79	2	99	1	24
ther	8ª	931	3 ^b	126	2 ^c	100
Total:	103	11,154	30	4,492	21	4,383

- a. Includes two agreements covering 107 employees providing three days for death in the immediate family, and 1/2 day for other relatives or 1 day if travel is required; one covering 450 employees providing 3 days for death in the immediate family, 2 days for more distant relatives, and 1/2 day for other distant relatives or 1 day if travel is required; one covering 300 employees providing 5 days for death in the immediate family and 1 to 3 days for other relatives with an additional day if travel is required; one covering 6 employees providing a basic 3-day leave with upto 7 additional days if travel is involved; one covering 49 employees providing a basic 3-day leave with "added days" if travel is required; one covering 9 employees in which 3 days of paid sick leave allowance may be used for bereavement leave; and one covering 10 employees in which 6 days from "special leave credits" may be used for bereavement leave.
- b. Includes one agreement covering 16 employees providing a basic 3-day leave with upto 5 additional days if travel is required; one covering 101 employees providing 5 days for death in the immediate family and 1 to 3 days for other relatives, with 1 additional day if travel is required; and one covering 9 employees in which 3 days of paid sick leave allowance may be used for bereavement leave.
- c. Includes one agreement covering 22 employees providing a basic 3-day leave with upto 7 additional days if travel is required; and one covering 78 employees in which 3 days of paid sick leave allowance may be used for bereavement leave.

TABLE 27

PAID ANNUAL SICK LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

Annual Allowance	Non-	-Office	Off	Office		and Non-
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	7	153	1	3	P**	-
10 Days	1	2	-	-		-
12 Days	10	83		-	3	100
15 Days	-	whole	2	166	1	78
18 Days	57	8,232	23	3,608	10	3,137
26 Days	-				1	280
Varies with service	1	9	-	-	pas .	-
Allowance per sick- ness	2ª	75	-	STATE OF THE STATE	-	-
Other	23 ^b	2,431	4 ^C	715	6 ^c	788
Total:	103	11,154	30	4,492	21	4,383

a. These agreements allow three months paid leave for each sickness.

b. Includes one agreement covering 125 employees allowing sick pay credits equal to seven per cent of earnings and, 22 covering 2,306 employees in which details of the sick leave plans are not given.

Details of sick leave plan not included in agreement.

TABLE 28

MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

Maximum Accumu- lation Allowed	Non-	-Office	Offi	ce	Office and	
		Empls.		Empls.	Agrts.	Empls.
No Paid Sick Leave Plan	7	153	1	3	_	-
Unused Sick Leave Not Accumulative	2	75	-	-	-	-
Under 60 Days	1	4		-	-	-
60 to 89 Days	7	129	-	-	1	22
90 to 119 Days	7	143	1	22	4	141
120 to 149 Days	3	124	-	-	-	-
150 to 179 Days	2	96	1	75	1	78
180 to 209 Days	15	240	5	74	3	86
210 to 239 Days	1	41	-	-	prop	-
240 to 269 Days	3	341	4	278	1	47
270 to 299 Days	2	96	-	-	-	-
300 or More Days	3	223	1	94	1	280
No Limit Specified	26	7,014	13	3,231	5	2,965
Other	24 ^a	2,475	4 ^a	715	5 ^a	764
Total:	103	11,154	30	4,492	21	4,383

a. Details of sick leave plan not included in agreement.

TABLE 29

PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT UNDER ONTARIO MUNICIPAL AGREEMENTS

Percentage of Unused Allow-	Non	-Office	Off	ice	Office a	
ance Paid	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No paid sick leave plan	7	153	1	3	çum	-
Agreements with sick leave plan not specifying payment for unused allowance on Termination of Employment	24	784	2	25	5	481
Percentage of unused allowance under sick leave plans specifying payment						
50 Percent	47	7,765	22	3,723	9	3,091
100 Percent	2	18	-	-	med	***
Varies with years of						
service	1	17	1	26	1	23
ther	22 ^a	2,317	4 ^a	715	6 ^a	788
Total:	103	11,154	30	4,492	21	4,383

a. Details of sick leave plan not included in agreement.

PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT
UNDER ONTARIO MUNICIPAL AGREEMENTS

Percentage of Unused Allow-	Non	-Office	Offi	ce	-	Office a	
ance Paid	Agrts.	Empls.	Agrts.	Empls.	_	Agrts.	Empls.
No paid sick leave plan Agreements with sick	7	153	1	3		-	-
leave plans not specifying payment for unused allowance on retirement	23	982	2	78		4	144
Percentage of unused allowance paid under sick leave plans specifying payment							
50 Percent	38	6,519	20	3,431		8	2,317
100 Percent	11	934	2	165		3	134
Varies with years of service	2	149	1	100		one	en
Other	22 ^a	2,317	4 ^a	715		6ª	788
Total:	103	11,154	30	4,492		21	4,383

a. Details of sick leave plans not included in agreement.

TABLE 31

PAID HOLIDAYS UNDER
ONTARIO MUNICIPAL AGREEMENTS

Annual Allowance	Non-	-Office	Off	ice	Office ar	
Allowance	Agrts.			Empls.		Empls.
8 Full Days	2	12	-	_	-	_
9 Full Days	12	164	1	22	4	165
9 Full Days Plus 2 Half-Days	2	23	-	-		-
10 Full Days	35	1,220	8	693	4	207
10 Full Days Plus 1 Half-Day	. 5	355	2	54	2	285
10 Full Days Plus 2 Half-Days	. 4	74	-	enni	2	70
11 Full Days	40	8,191	15	3,029	6	3,160
11 Full Days Plus 1 Half-Day	-	. -	1	101	-	-
11 Full Days Plus 2 Half-Days	1	450	3	593	-	post
12 Full Days	-	-	-	-	-	-
12 Full Days Plus 1 Half-Day	1	365	-	_	1	420
13 Full Days Plus 1 Half-Day	1	300	_	-	-	
Other	-	-	-	-	2 ^a	76
Total:	103	11,154	30	4,492	21	4,383

a. In one agreement covering 23 employees 10 full days and 2 half days are gran to office employees and 10 full days to non-office employees; and in one covering 53 employees 10 full days and 2 half-days are granted to office employees and 11 full days to non-office employees.

TABLE 32

COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Compensation	Non	-Office	Of	fice	Office and Non- Office		
		Empls.		Empls.	Agrts.		
No Provision	3	33	Ø	669	_		
Straight time plus holiday pay	3	7	_		-	-	
Time and one-half plus holiday pay	66	7,254	15	832	14	1,111	
Double time plus holiday pay	21	1,431	4	401	2	79	
Double time and one-half	3	36	-	-	-	•	
Varies for different holidays	2ª	40	-	-	1 ^b	107	
Fime and one-half plus holiday or another day off with pay	_	_	pho	_	1	263	
Time and one-half plus another day off with pay	1	18	1	16	an	-	
fime and one-half plus equivalent time off	1	2,080	1	315	-	~	
ther	2 ^c	166	2 ^d	2,259	3 ^e	2,823	
Total:	103	11,154	30	4,492	21	4,383	

- a. Double time plus holiday pay on Christmas and New Year's Day, and time and one-half plus holiday pay on other holidays.
- b. Triple time on Christmas and New Year's Day, and double time and one-half on other holidays.
- c. Includes one agreement covering 16 employees providing time and one-half, plus holiday pay or one day paid extended vacation; and one covering 5 employees providing 1-1/2 days off in lieu of pay.
- d. Includes one agreement covering 229 office employees providing time and one-half plus equivalent time off or pay at straight time; and one agreement covering 2,030 office and professional employees providing straight time plus holiday pay for some office employees, and time and one-half plus holiday pay for other office employees and for professional employees.
- e. Includes two agreements covering 623 office and non-office employees providing time and one-half, plus another day off or am extra day's pay for office employees and straight time plus another day off with pay for non-office employees; and one agreement covering 2,200 office, non-office and professional employees providing time and one-half plus another day off with pay for office employees and time and one-half plus holiday pay for other employees.

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS

Length of Service	Non	Non-Office		Office		nd Non- ce
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
One Year	85	10,527	28	4,388	20	4,305
Two Years	13	. 274	1	3	1	78
Three Years	2	29	-	-	-	-
Four Years	1	4	-	-	-	-
Other	2 ^a	320	1 ^a	101	-	
Total:	103	11,154	30	4,492	21	4,383

a. Details of vacation plan not included in agreement.

TABLE 34

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS

Length of Service	Non-Office		Office		Office and Non- Office	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	
3 Years	1	4	1	26	-	_
4 Years	-		1	127	_	-
5 Years	13	788	7	436	5	654
6 Years	7	446	-	-	-	-
7 Years	33	7,787	. 11	3,324	5	3,156
8 Years	23	1,161	6	377	5	390
9 Years	2	105	-	-	2	32
10 Years	19	428	3	101	4	151
Changes during term of agreement	3 ^a	115	_	_	_	_
Other	2 ^b	320	1 ^b	101	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Includes one agreement covering 10 employees in which the service requirement changes from 9 years to 8 years as of April 1, 1970; and two covering 105 employees in which the service requirement changes from 6 years to 5 years as of January 1, 1971.

b. Details of vacation plan not included in agreement.

TABLE 35

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS

Length of		0551	0.5.6		Office and	
Service		-Office Empls.		Empls.		Empls.
	Agits.	Emp15.	AGICS.	Turb 19 *	Agr co.	Tubis.
No Provision	8	122	2	48	1	23
12 Years	-	-	-	-	1	58
14 Years	1	18	-	-	-	-
15 Years	19	1,237	5	405	5	606
16 Years	5	1,017	1	127	1	600
17 Years	7	519	1	75	1	280
18 Years	11	707	5	186	6	406
19 Years	2	72	-			-
20 Years	43	6,973	14	3,200	6	2,410
22 Years	1	31	-	-		-
25 Years	1	7	-	-	-	-
Changes during term of agreement	3 ^a	131	1 ^b	350	***	-
Other	2 ^c	320	1 ^c	101	_	-
Total:	103	11,154	30	4,492	21	4,383

a. Includes one agreement covering 26 employees in which the service requirement changes from 16 years to 12 years as of March 16, 1970; and two covering 105 employees in which the service requirement changes from 17 years to 16 years as of January 1, 1971.

b. Service requirement changes from 20 years to 15 years as of July 1, 1970

c. Details of vacation plan not included in agreement.

TABLE 36

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS

Length of Service	Non	-Office	Off	ice	Office an	
	Agrts.	Empls.	Agrts.	Empls.		Empls.
No Provision	81	3,612	19	1,211	13	961
20 Years	-	-	-	-	1	46
25 Years	18	₹,131	9	3,105	7	3,376
26 Years	1	76	-	-		-
27 Years	-	-	1	75	-	-
30 Years	1	15	-	-	-	-
Other	2 ^a	320	1ª	101	-	-
Total:	103	11;154	30	4,492	21	4,383

a. Details of vacation plan not included in agreement.

SECTION 8

HEALTH, INSURANCE AND PENSIONS



EMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL INSURANCE
PLANS UNDER ONTARIO MUNICIPAL AGREEMENTS

TABLE 37

Percentage of Premiums	Non	-Office	Off	ice	Office a	
Contributed	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Emp1s
No Provision	1	125	1	60	_	-
50 Percent	11	217	2	265	1	8
60 Percent	1	10	-		1	107
66-2/3 Percent	84	10,349	25	4,229	17	3,790
75 Percent	1	7	-	-	-	-
100 Percent	1	11	-	-	-	_
Varies for different groups		-	-	-	1ª	58
Not specified	3	417	1	22	1	420
Other	1 ^b	18	1p	16	-	pon
Total:	103	11,154	30	4,492	21	4,383

a. Sixty-six and two-third percent for office employees, 60 percent for non-office employees upto March 31, 1970 and 66-2/3 percent after this date.

^{\$13,00} per month for basic and supplementary hospital insurance plans and basic medical and surgical insurance plan.

EMPLOYERS CONTRIBUTIONS TO BASIC MEDICAL AND SURGICAL INSURANCE PLANS UNDER ONTARIO MUNICIPAL AGREEMENTS

TABLE 38

Percentage of Premiums	Non	-Office	Off	ice	Office a	
Contributed	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	4	187	_	-	_	-
50 Percent	11	217	3	225	1	8
60 Percent	1	10	-	-	1	107
66-2/3 Percent	81	10,287	25	4,229	17	3,790
75 Percent	1	7	-	-	-	-
100 Percent	1	11	-	_	-	-
Varies for different groups	-	-	-	-	1ª	58
Not specified	3	417	1	22	1	420
Other	1 ^b	18	1	16	-	-
Total:	103	11,154	30	4,492	21	4,383

a. Sixty-six and two-third percent for office employees; 60 percent for non-office employees upto March 31, 1970, and 66-2/3 percent after this date.

b. \$13.00 per month for basic and supplementary hospital insurance plans and basic medical and surgical insurance plan.

TABLE 39

EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS
UNDER ONTARIO MUNICIPAL AGREEMENTS

Percentage of Premiums	Non-	-Office	Off	ice	Office an	
Contributed	Agrts.	Empls	Agrts.	Empls.		Empls.
No Provision	29	1,320	6	155	5	119
50 Percent	14	1,968	6	1,179	-	
60 Percent	1	10	-		1	107
66-2/3 Percent	50	7,239	16	3,036	11	3,569
75 Percent	1	7	-	-	proj	-
100 Percent	2	26	-		-	-
Varies for different groups	_	2	-	-	1 ^a	58
Not specified	5	442	1	22	3	530
Other	1 ^b	142	1 ^b	100	844	-
Total:	103	11,154	30	4,492	21	4,383

a. Sixty-six and two-third percent for office employees, 60 percent for non-office employees upto March 31, 1970 and 66-2/3 percent after this date.

b. Sixty-six and two-third percent on first \$2,000 coverage, 50 percent on remainder.

AMOUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS UNDER ONTARIO MUNICIPAL AGREEMENTS

Amount of Benefits	Non	-Office	Off	ice	Office a	
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	
No Provision	29	1,320	6	155	5	119
\$ 2,000	3	1,739	2	210	1	2,200
\$ 3,000	3	37	-	-	-	-
\$ 4,000	3	93	1	9	2	136
\$ 5,000	6	334	1	14	-	-
\$ 6,000	1	18	-	-	-	-
\$10,000	3	29	-	-	-	-
Varies with income	8	3,073	5	2,666	2	303
Varies with income and sex	-	- -	1	229	1	263
Not specified	47	4,511	14	1,209	10	1,362
Total:	103	11,154	30	4,492	21	4,383

TABLE 41

PENSION PLAN PROVISIONS UNDER ONTARIO MUNICIPAL AGREEMENTS

Financing	37 - (\CC!	055	_	Office a Offi	
Arrangements		Office	Offi			
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.
No Provision	29	1,337	6	522	4	133
Employer and Employee Share Cost	57	7,277	19	3,551	15	2,040
Not Specified	17	2,540	5	419	2	2,210
Total:	103	11,154	30	4,492	21	4,383







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COLLECTIVE BARGAINING PROVISIONS IN ONTARIO MUNICIPAL AGREEMENTS 1971





Research Branch
Ontario Department of Labour



C12/11/ 1/

COLLECTIVE BARGAINING PROVISIONS IN ONTARIO MUNICIPAL AGREEMENTS

bу

Lenard Haywood

Research Branch
Ontario Department of Labour
August 1971

Hon. Gordon Carton, Q.C., Minister.

T. M. Eberlee, Deputy Minister.



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INTRODUCTION

This report is a statistical analysis of the principal provisions contained in 184 Ontario collective agreements covering 23,000 employees of municipal governments and in effect on or after January 1, 1970. The agreements include all those classified as local government union contracts that were on file in the Department of Labour's Collective Agreements Library when the data were compiled, that is, April 30, 1971. Of the 184 agreements, 118 were current on that date and the remaining 66 were in various stages of re-negotiation.

Thirty-five substantive provisions are analyzed in the tables. They include clauses concerned with union membership, check-off of dues and other deductions, hours of work, and virtually all clauses concerning remuneration above the basic wage rates, such as overtime pay, shift premiums, paid time off, and employer contributions to health, welfare, and pension plans. Related provisions are grouped together in separate sections of the report. The data drawn from these provisions are presented in terms of numbers of agreements and numbers of employees covered, and are classified by type of bargaining unit.

The following paragraphs summarize some of the findings of the $\operatorname{study}\nolimits_{\:\raisebox{1pt}{\text{\circle*{1.5}}}}$

Regional and County Distribution

Central Ontario with thirty-eight contracts has the greatest concentration of municipal agreements found in any of the ten economic regions of the Province. These agreements apply to 12,000 employees, about 52 per cent of the coverage of the study, and almost 11,000 of these workers are found in York County, including Metropolitan Toronto.

The Northeastern Ontario and Niagara regions rank second and third in terms of numbers of agreements analyzed, with twenty-seven and twenty-four respectively. These agreements, however, apply to only 5.6 and 11.5 per cent of the employees. The number of agreements in the remaining seven regions ranges from twenty in Lake St. Clair down to eight in Georgian Bay, and the number of employees covered by them from 2,833 in Eastern Ontario to 177 in Georgian Bay.

Unions Representing Municipal Workers

More than four-fifths of the agreements analyzed are with the Canadian Union of Public Employees. These 155 contracts cover 22,204 employees, or more than 96 per cent of the total coverage. The remaining twenty-nine agreements are distributed among ten other unions, and five contracts is the largest number held by any of these unions.

Sizes of Bargaining Unit

Small bargaining units are a predominant feature of local government labour relations. About 61 per cent of the agreements (112) apply to units of fewer than fifty employees, but these units apply to only approximately nine per cent of all employees included in the study. On the other hand, bargaining units of 200 employees or more account for 14 per cent of the agreements analyzed, and cover 73 per cent of the employee total.

Types of Bargaining Unit

Four types of bargaining units are identified in the analysis according to the employees they cover: "Non-office", "Office", "Non-office and Office", and "Professional". Three contracts applying to foremen are included in the 118 non-office agreements, but the remaining 115 contracts in this category refer only to non-supervisory workers. In the thirty-six agreements classified as "Office", there is one that covers both office and professional employees. The remaining twenty-eight agreements classified as "Non-office and Office" include two that refer to professional workers as well.

The "Non-office" bargaining units apply to a smaller proportion of the 23,000 workers covered by the study than of the number of agreements analyzed, 53 per cent compared to 64 per cent. The "Office" agreements and those that include both non-office and office occupations apply to about the same proportion of employees.

Union Security

Some form of union membership requirements is contained in 51 per cent of the agreements. The union shop is the most prevalent; it occurs in 35 per cent of the contracts and affects 59 per cent of the total employees. Modified union shop and the maintenance of membership appear in about the same number of agreements but in terms of employees a larger proportion is affected by maintenance of membership provisions.

Virtually all the agreements (179) include provisions for union dues check-off. Thirty-eight of them also call for check-off of initiation fees and/or assessments. All except twenty of the employees are affected by union dues check-off. For 83 per cent of them, the check-off is compulsory, and for five per cent, it is voluntary.

Hours of Work

The forty-hour work week is the most prevalent established by municipal agreements. It occurs in 58 per cent of the contracts and covers 52 per cent of the employees. It applies predominantly to non-office employees, both those organized in bargaining units composed entirely of such workers and those that include office workers as well. The normal work week for employees in office and professional classifications ranges widely from 32 to 38-3/4 hours.

Overtime Compensation

Pay at time and one-half the employee's regular wage rate is the most prevalent compensation specified for work in excess of normal daily hours for both office and non-office workers. This rate appears in more than 79 per cent of the agreements, and applies to 61 per cent of the employees.

Shift Premiums

Premium pay is provided for second and third shifts in 54 and 56 per cent of the agreements, respectively. In terms of agreements, amounts of fifteen and eighteen cents per hour are the most prevalent premiums paid for both shifts. They occur for the second shift in 15 and 10 per cent of the contracts, respectively; and for the third shift, in 17 and 11 per cent of the contracts.

Measured in terms of employees, the eighteen cent premium applies to larger proportions than the fifteen cent amount. For the second shift, 47 per cent of the employees receive the eighteen cent premium, compared to 11 per cent who are entitled to fifteen cents. The proportions for the third shift are 49 and 12 per cent, respectively.

Pay Guarantees

Of the two pay guarantee provisions analyzed, call-back clauses are the more common. They are included in 83 per cent of the agreements, compared to 30 per cent for reporting guarantees.

A minimum of four hours of work or pay is the most prevalent reporting guarantee, occurring in 14 per cent of the agreements covering 31 per cent of the total employees. A guarantee of two hours is specified in nine per cent of the contracts, and applies to six per cent of the employees.

A minimum of two hours is the most frequent call-back guarantee provided. It appears in 47 per cent of the agreements cover-

ing 67 per cent of the employees. Time and one-half the employee's hourly wage rate is the most common single payment applicable to call-backs. It occurs in 24 per cent of the agreements and covers 28 per cent of the employees. In 23 per cent of the contracts, the employee receives the overtime rate that applies at the time he is called back.

Jury Duty Pay

Pay for working time lost while serving on a jury is provided in 70 per cent of the agreements covering 88 per cent of the employees. The most common provision calls for the employer to make up the difference between the employee's regular pay and the jury fees he receives. This arrangement is found in 64 per cent of the agreements and applies to 76 per cent of the employees.

Paid Bereavement Leave

Paid absences due to death in an employee's family are provided in 91 per cent of the agreements representing 98 per cent of the workers. A maximum allowance of three days is the most common practice occurring in 51 per cent of the contracts, and applies to 68 per cent of the employees. In 18 per cent of the agreements, three days are allowed for death of a member of the immediate family and one-half to two days for death of other relatives. Seventeen agreements provide a basic three-day leave, and an addition two to seven days of reasonable time if travel is required.

Paid Sick Leave

Paid sick leave provisions are contained in 96 per cent of the agreements, and cover 99 per cent of the employees. An annual allowance of eighteen days is the most prevalent practice in those agreements which specify the amount of sick leave that is granted. It occurs in 64 per cent of the contracts, and applies to 80 per cent of the employees.

One hundred and forty-five agreements specifically provide for accumulation of sick ldave credits. Of the remaining thirty-nine agreements, data were not available for twenty-seven, and twelve either do not contain paid sick leave provisions or do not provide for accumulation.

Of the 145 agreements that specifically provide for sick leave accumulation, seventy-two do not place any limits on the number of days that could be carried over from year to year. The remaining seventy-three contracts, however, limit the total amount that could be accrued.

One hundred and thirteen agreements specify that employees will be paid for unused sick leave when their employment is terminated for reasons other than retirement. In 103 of these agreements, the payment is made for one-half of the employee's accrued sick leave, and is calculated on this wage rate at termination.

Payment for unused sick leave on retirement is specified in 102 agreements. In seventy-three of these contracts, the retiring employee receives cash for one-half of his accumulated sick leave; and in eighteen agreements, the employee is paid for his unused sick leave.

Paid Holidays

All employees in the study are covered by paid holiday provisions. Seventy-five per cent of them, covered by 52 per cent of the agreements, receive pay for eleven full holidays. Agreements specifying ten paid holidays account for 27 per cent of the total number of contracts, and apply to seven per cent of the employees.

Time and one-half the regular rate of pay in addition to holiday pay is the most prevalent compensation provided for holiday work. This rate appears in 61 per cent of the agreements, and covers 59 per cent of the employees. Double time plus holiday pay occurs in 20 per cent of the agreements, and is paid to 12 per cent of the employees. Three per cent of the agreements, covering less than one per cent of the employees, provide for straight time plus holiday pay. None of the other arrangements reported are found in more than five contracts.

Paid Vacations

Paid vacations are provided by all the agreements analyzed. A maximum vacation of three weeks appears in six per cent (11), four weeks in 54 per cent (99), and five weeks in 40 per cent (74) of the agreements.

The most common qualifying period for a two-week vacation is one year; it affects 85 per cent of the employees. For two per cent of the employees, the qualifying period is less than one year, and for one per cent of them, the qualifying period is two years.

All the agreements provide for three weeks' vacation, and the maximum qualifying period is fifteen years. The most prevalent qualifying period is five years, after which 49 per cent of the workers earn a three-week vacation. Two per cent of them qualify after four years, three per cent after six years, 19 per cent after seven years, and five per cent after eight years. The minimum qualifying period for a three-week vacation is one year, but it appears in only two agreements and affects about 200 workers.

A four-week vacation is allowed for in 94 per cent of the agreements covering 99 per cent of the employees in the study. The principal qualifying period is fifteen years, found in 33 per cent of the contracts and affecting 29 per cent of the workers. Four weeks' vacation is granted after sixteen years of service to 11 per cent of the employees covered by 10 per cent of the contracts, and after nineteen years to nine per cent of the employees covered by two per cent of the contracts.

Forty per cent of the agreements covering 79 per cent of the workers provide a five-week vacation. The predominant practice is to grant five weeks after twenty-five years of service; such a provision is found in 28 per cent of the agreements affecting 72 per cent of the employees.

Health, Insurance and Pension Plans

Basic hospital plans are included in 98 per cent of the agreements and apply to more than 99 per cent of the employees. For 46 per cent of the employees represented by 22 per cent of the agreements, the employer pays 100 per cent of the premiums for the plan. In 48 per cent of the agreements involving 34 per cent of the workers, the employer pays two-thirds of the premiums.

Basic medical and surgical plans are provided in 96 per cent of the agreements, and apply to 99 per cent of the employees. For 46 per cent of the employees covered by 22 per cent of the contracts, the employer is required to pay 100 per cent of the premiums for the plan. In 47 per cent of the agreements, which apply to 33 per cent of the workers, the employer pays two-thirds of the premium.

Life insurance plans are provided in 78 per cent of the agreements and apply to 95 per cent of the employees. In 30 per cent of the agreements affecting 26 per cent of the employees, two-thirds of the premiums for the plan are paid by the employer. In 16 per cent of the contracts, which apply to 38 per cent of the employees, 100 per cent of the premiums is contributed by the employer. Nine per cent of the contracts covering 15 per cent of the employees call for the employer to pay 50 per cent of the premium.

Pension plans are found in 80 per cent of the agreements covering 93 per cent of the workers. Seventy-two per cent of the agreements stipulate that the employer and the employee will shrae the cost of the retirement benefits, and in eight per cent, the financing arrangement was not specified.

The agreements were analyzed by members of the Research Branch staff - Agnes Gesing and Joyce Riede - under the supervision of Lenard Haywood. The Systems and A.D.P. Branch assisted in compiling the data, and the report was printed by the Administrative Operations Branch.

SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION, UNION, DURATION, EXPIRY DATE AND BAR-GAINING UNIT SIZE AND TYPE

REGIONAL AND COUNTY DISTRIBUTION OF ONTARIO MUNICIPAL AGREPHENTS

ECONOMIC REGION AND	NON-	NON-OFFICE	OFFICE	Ħ	NON- G OF	NON-OFFICE & OFFICE	PROFES	PROFESSIONAL	AGREE	TOTAL AGREEMENTS E	IAL IMPLOYEES	EES
CONT	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
Eastern Ontario	∞	480	М	103	4	2,098	2	152	17	9.2	2,833	12.3
Carleton Frontenac Leeds	717	85 200 35	7 - 1	43	1 1 2	1,891	211	152	877	4.3 1.1 0.5	2,171 383 355	9.4
Prescott Renfrew Stormont	I M H	7357	114	. 09	<u>-</u>	24	1 1 1	1 1 1	7 2 3 1	0.5	24 85 135	000
Lake Ontario	12	364	2	19	2	82	1	ı	16	8.7	465	2.
Durham Hastings Haliburton Northumberland Peterborough Prince Edward	21.22.13.2	28 110 - 42 130 12 42	141114	1 1 1 1 1 1 8		1 1 2 2 3 1 1	1 1 1 1 1 1 1	1 1 1 1 1 1 1	2412818	1.55	28 121 22 42 190 12 50	0.0000000000000000000000000000000000000
Central Ontario	23	6,704	12	3,447	23	1,829	ŧ	t	38	20.7	11,980	51.9
Halton Ontario Peel York	11.5	147 264 160 6,133	1116	32 235 20 3,160	1214	148	1 1 1 1	1 1 1 1	6 5 6 21	3.3 2.7 3.3 11.4	179 647 180 10,974	0.8 2.8 0.8 47.5
Niagara	15	1,327	5	774	4	547	ı	ı	24	13.0	2,648	11.5
Brant Lincoln Welland Wentworth	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	76 212 250 250 789	H Z Z H	80 115 54 525	. 27	213 280 54	1 1 1 1	1 1 1 1	2 5 10 7	1.1 2.7 5.4 3.8	156 540 584 1,368	0.7 2.3 2.5 5.9
Lake Erie	6	722	2	395	Н	24	ı	1	12	6.5	1,141	4.
Elgin Middlesex Oxford	727	48 613 61		365		24	1 1 1	1 1 1	303	1.6	78 978 85	0.3
Lake St. Clair	15	638	2	18	23	352	1	i	20	10.9	1,008	4.4
Essex	6	442	2	18	3	352	1	•	14	7.6	812	3.

OFFICE ROPEGE Agrts, Empls, Agrts, Empls, Agrts. 2 152						100.1	100				TC	TOTAL	
Agrts. Hapls. Agrts. Hapls. Agrts. Empls. Agrts. 8 571 2 152	ECONOMIC REGION AND	NON-OF	FICE	OFF I	CE	AON-C	FICE	PROFES	SSIONAL	AGREEMENTS	MENTS	EMPI	EMPLOYEES
S S71 2 152 - - - - - - - - -	COOMI	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	9/0	No.	9/0
bound cound Ontario Ontario I	lidwestern Ontario	8	571	2	152	ı	1	1	3	10	5.4	723	3.1
ound Ontario Ontario I 1 26	Perth Waterloo Wellington	2 2 1	52 388 131	. 44	91	1 1 1	1 1 1	1 1 1	1 1 1	1 9 2	0.5 3.3 1.6	52 479 192	0.2 2.1 0.8
1 12 68 - - - - -	Georgian Bay	7	109	П	89	ı	ı	1	t	00	4.3	. 177	0.8
14 759 5 282 8 249 2 249 1 125 1 27 8 535 2 125 2 64 1 56 - - 2 150 1 56 - - 1 12 2 144 1 5 1 39 2 144 1 5 1 39 2 144 1 5 1 39 104al 18 12,212 36 5,415 28 5,311	Bruce Grey Parry Sound Simcoe	ппп4	12 26 18 53	1 1 1	1 8 9 1 1	1 1 1 1	1 1 1 1	1 1 1 1	t i t i	4421	0.5	12 94 18 53	0.1 0.4 0.1 0.2
2 249 1 125 1 27 8 335 2 125 2 64 8 335 2 125 2 130 7 538 2 157 3 130 2 144 1 5 1 39 2 359 1 152 - - - 118 12,212 36 5,415 28 5,311	Northeastern Ontario	14	759	ro	282	00	249	ı	i	27	14.7	1,290	5.6
7 538 2 157 3 130 3 35 - - 2 91 2 144 1 5 1 39 2 359 1 152 - - 118 12,212 36 5,415 28 5,311	Algoma Cochrane Nipissing Sudbury Timiskaming	100100	249 119 335 56	1818	125 32 32 125	17771	27 64 130 16	1 1 1 1	1 1 1 1 1	12 12 2	1.511.82	401 215 130 476 68	1.7 0.9 0.6 2.1
3 35 - 2 91 2 144 1 5 1 39 2 559 1 152 118 12,212 36 5,415 28 5,311	Lakehead-Northwestern Ontario	7	538	2	157	23	130	t	ı	12	6.5	825	3.6
118 12,212 36 5,415 28 5,311	Kenora Rainy River Thunder Bay	777	35 144 359		5 152	1 1 2	91 39	1 1 1	1 1 1	242	2.7	126 188 511	0.5
	Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

Column percentage may not add to 100.0% due to rounding

TABLE 2 UNIONS REPRESENTING EMPLOYEES UNDER ONTARIO MUNICIPAL AGREBATATS

					O-MOM-	NON-OFFICE				T	TOTAL	
NOINO	NON-	NON-OFFICE	OFFICE	ICE	G OF	G OFFICE	PROFESSIONAL	SIONAL	AGREEMENTS	MENTS	EMPI	EMPLOYEES
	Agrts.	. Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
Canadian Operating Engineers	1	09		t	1	ı		ŧ		0.5	09	0.3
Civic Institute of Professional Personnel	1	ı	ı	ŧ	1	ı	2	152	2	1.1	152	0.7
Civil Service Association of Ontario	2	37	ı	ı	1	190	ı	ı	23	1.6	227	1.0
Electrical Workers (IBEW)	4	30	ı	ı	Н	32	t	ı	5	2.7	62	0.3
Electrical Workers (UE)	2	29	1	ı	ı	1		t	2	1.1	29	0.3
International Operating Engineers	4	154	t	1	1	ı	1	ı	4	2.2	154	0.7
Labourers	2	32	1	1	ı	ı	ı	ı	2	1.1	32	0.1
Office Employees	t	1		09	1	1	,	1	T,	0.5	09	0.3
Public Employees (GUPE)	92	11,763	34	5,352	26	5,089	ŧ	1	155	84.2	22,204	96.2
Retail Wholesale Employees	М	27	1	23	ı	ı		ı	4	2.2	30	0.1
Teamsters	22	42	1	1	8 .	ι	ŧ	ı	2	2.7	42	0.2
Tota1	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

 $\frac{\text{TABLE } 3}{\text{DURATION OF ONTARIO MUNICIPAL AGREEMENTS}}$

					NOM	TOT ETCH				T	TOTAL	
DURATION	NON-(NON-OFFICE	OFF	OFFICE	G OF	\$ OFFICE	PROFE	PROFESSIONAL	AGRE	AGREEMENTS	BMPL	EMPLOYEES
	Agrts	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls,		Agrts. Empls.	No.	0/0	No.	0/0
Less than one year	1	ı	Н	33	г	183	4	t	2	1.1	216	0.9
One year	7	221	4	130	2	47	t	r	13	7.1	398	1.7
Between one and two years	19	554	4	416	-	73	ı	1	24	13.0	.1,043	4.5
Two years	87	11,275	25	4,817	23	4,966	2	152	137	74.5	21,210	91.9
Between two and three years	3	139	Н	00	ŧ	1	í	1	4	2.2	147	0.6
Three years	2	23	1	11	1	42	1	1	4	2.2	92	0.3
Total	118	118 12,212	36	5,415	28	5,311	2	152	184	100.0	100.0 23,090 100.0	100.0

 $\frac{\text{TABLE } 4}{\text{MONTH AND YEAR OF EXPIRATION OF ONTARIO MUNICIPAL AGREEMENTS}}$

	16	1970		1971		1972	10	1973		T	TOTAL	
MONTH									AGREI	AGREEMENTS	EMPLOYEES	YEES
	Agrts.	Agrts. Empls.	Agrts.	. Empls.	Agrts.	. Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
January	П	35	∞	1,666	00	344	4	186	21	11.4	2,231	9.7
February	f	1	9	109	9	409	2	34	14	7.6	552	2.4
March	1	62	11	556	4	306	2	12	18	9.8	936	4.1
April	ı	ı	2	17	rv	130	1	1	7	3.8	147	9.0
May	ı	ı	9	228	2	149	ı	1	∞	4.3	377	1.6
June	1	23	3	89	1	73	1	ı	Ŋ	2.7	164	0.7
July	1	1	1	1	1	16	1	1	1	0.5	16	0.1
August	ı	ı	ı	ı	1	17	1	42	7	1.1	29	0.3
September	t	ı	4	200	П	27	t	ι	2	2.7	227	1.0
October	ł	ı	1	41	8	302	,	t	4	2.2	343	1.5
December	36	4,908	20	12,909	13	221	ı	ı	66	53.9	18,038	78.1
Total	39	5,028	91	15,794	45	1,994	6	274	184	100.0	23,090	100.0

SIZE OF BARGAINING UNITS COVERED BY ONTARIO MUNICIPAL AGREBATIOTS

											TOTAL	
SIZE OF BARGAINING	NON-OFFICE	FICE	OFFICE	ICE	NON-OFFICE & OFFICE	FFICE	PROFESSIONAL	SIONAL	AGRE	AGREEMENTS	BMPLOYEES	YEES
UNII	Agrts.	Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	No.	0/0	No.	0/0
Under 25 employees	49	540	11	109	11	190	,	τ	71	38.6	839	3.6
25 - 49 employees	30	972	7	231	4	140	1	ı	41	22.3	1,343	5.8
50 - 99 employees	18	1,222	7	490	7.2	321	2	152	32	17.4	2,185	9.5
100 - 199 employees	9	882	ιζ	619	23	480	1	ŧ	14	7.6	1,981	8.6
200 - 499 employees	∞	2,155	4	1,241	2	809	ı	ŧ	14	7.6	4,004	17.3
500 - 999 employees	Ŋ	2,773	Н	525	Н	169	ſ	1	7	3.8	3,989	17.3
1,000 employees and over	2	3,668	1	2,200	2	2,881	t	1	5	2.7	8,749	37.9
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

 $\frac{\text{TABLE } 6}{\text{TYPE OF BARGAINING UNIT COVERED BY ONTARIO MUNICIPAL AGREEMENTS}}$

TYPE OF RARGATUTING	AGREEMENTS	VTS	EMPLOYEES	ES
UNIT	No.	0/0	No.	0/0
Non-office employees	118	64.2	12,212	52.9
Office employees	36	19.5	5,415	23.4
Professional employees	2	1.1	152	7.0
Non-office and office employees	28	15.2	5,311	23.0
Total	184	100.0	23,090	100.0

SECTION 2

UNION SECURITY



TABLE 7 UNION MEMBERSHIP REQUIREMENTS UNDER ONTARIO MUNICIPAL AGREEMENTS

					NON-OFFICE	FICE				TO	TOTAL	
MEMBERSHIP REQUIREMENTS	NON-OFFICE	FICE	OFFICE	ICE	& OFFICE	TCE	PROFESSIONAL	IONAL	AGREE	AGREEMENTS	BMPLOYEES	(EES
	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts. Empls.	Empls.	No.	9/0	No.	6/0
No provision	59	3,130	17	1,541	15	2,561	ı	50	91	49.5	7,232	31.3
Union shop1	40	7,675	13	3,258	12	2,567	II ¹ /	Þ	65	35.3	13,500	58.5
Modified union shop^2	9	986	4	573	1	183	2	152	13	7.1	1,894	8.2
Maintenance of membership ³	12	390	2	43	t	ı	ı	1	14	7.6	433	1.9
Other	Н	31	1	4	ı	1	1	1		0.5	31	0.1
Tota1	118	118 12,212	36	5,415	28	5,311	2	152	184	184 100.0	23,090	100.0

1 - A union shop requires all employees to become members of the union within a specified time and to remain members as a condition of continued employment. - A modified union shop is the same as union shop except that certain groups or classes of employees may be exempted, most commonly employees hired before a specified date or those who were not members at the time the agreement took effect.

duration of the agreement, present employees who are not members are not required to join the union, new employees need not join but if they do they must maintain their membership as a condition of continued employment. 3 - Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the

TABLE 8
CHECK-OFF¹ PROVISIONS UNDER ONTARIO MUNICIPAL AGREPHENTS

5. Agrts. Finpls. Agrts. Empls. Agrts. Finpls. No. \$ N						NON	NON-OFFICE					TOTAL	
Agrts. Empls. Agrts. Empls. Agrts. Empls. Agrts. Empls. No. \$ 4 17 1 3 - - - - 5 2.7 20 91 9,556 23 4,439 25 4,681 2 152 141 76.6 18,828 8 1,303 5 299 - - - - 13 7,1 1,602 1 1,772 7 674 2 350 - - 20 10.9 2,296 4 64 - - 1 280 - - 5 7 744	TYPE OF PAYMENT CHECK-OFF	NON-C	FFICE	OF	FICE	\$ OF	FICE	PROFES	SIONAL	AGRE	BMENTS	BMPI	OYEES
4 17 1 3 - - - - - 5 2.7 20 91 9,556 23 4,439 25 4,681 2 152 141 76.6 18,828 8 1,303 5 299 - - - 13 7,1 1,602 1 1,272 7 674 2 350 - - 20 10,9 2,296 1 4 64 - - 1 280 - - 5 7 344		Agrts.	Empls.		Empls.	Agrts,	Empls,	Agrts.	Empls.	No.	0/0	No.	0/0
91 9,556 23 4,439 25 4,681 2 152 141 76.6 18,828 8 1,303 5 299 13 7,1 1,602 11 1,272 7 674 2 350 20 10.9 2,296	No provision	4	17	1	3	1	1	1	1	7.7	2.7	20	0.1
8 1,303 5 299 13 7.1 1,602 11 1,272 7 674 2 350 20 10.9 2,296 1 4 64 1 280 5 7 344	Dues check-off only	16	9,556	23	4,439	25	4,681	2	152	141	9.92	18.828	81.5
11 1,272 7 674 2 350 20 10.9 2,296 4 64 1 280 5 2 7 344	Dues and initiation fees	00	1,303	5	299	1	1	1	ţ	13	7.1	1,602	6.9
4 64 1 280 5 2 7 344	Dues and assessments	11	1,272	7	674	2	350	ı	1	20	10.9	2.296	0.0
	Dues, initiation fees and assessments	4	64	ı	1	-	280	1	1	L/	2.7	744	, L
	Total	118	118 12,212	36	5,415	28	5,311	2	152	184	184 100.0	73 090 100 0	100 0

1 - Check-off is the arrangement whereby the employer regularly deducts from employees' wages, union dues and other financial obligations to the union.

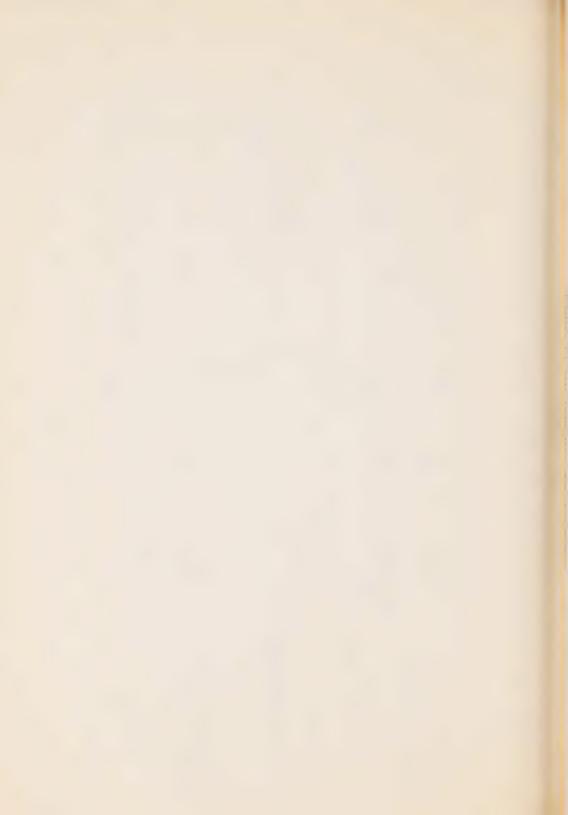
AUTHORIZATION¹ FOR DUES CHECK-OFF UNDER ONTARIO MUNICIPAL AGREPMENTS

					NON-	ION-OFFICE					OTAL	
TYPE OF AUTHORIZATION	NON-OFFICE	ICE	HO HO	OFF ICE	6 OF	& OFFICE	PROFES	PROFESSIONAL	AGRE	AGREBMENTS	EMPL	EMPLOYEES
	Agrts. Empls.	mpls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	No.	0/0	No.	0/0
No provision for dues check-off	4	17	1	3	t	1	1	1	5	2.7	20	0.1
Compulsory for all employees	99 11,	11,275	28	4,986	18	2,884	,	1	145	78.8	19,145	82.9
Voluntary for all employees	10	777	3	188	3	115	ı	,	16	00	1,080	4.7
Modified-compulsory	2	143	4	238	7	2,312	2	152	18	8.6	2,845	12,3
Total	118 12,212	212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

1 - Authorization for dues check-off was classified into three types:

(1) <u>compulsory</u>, where the employer is required to deduct union dues from the employees' wages without prior authorization from them, or where employees are required to authorize the employer to make such deductions; (2) <u>voluntary</u>, where employees may or may not authorize the employer to deduct union dues from their wages; and (3) modified-compulsory, where union dues deductions are compulsory for some of the employees in the bargaining unit and voluntary for others.

SECTION 3
HOURS OF WORK AND OVERTIME



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					-NON-	NON-OFFICE				I	TOTAL	
NUMBER OF HOURS	NON-0	NON-OFFICE	OFF	OFFICE	0 5	\$ OFFICE	PROFESSIONAL	IONAL	AGR	AGREEMENTS	BMPL(EMPLOYEES
	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrits. Empls.	Empls.	No.	0/0	No.	6/0
7 hours	I		13	856	1	1	t	1	13	7.1	856	3.7
7-1/2 hours	1	11	2	58	1	å	i	i	3	1.6	69	0.3
8 hours	93	10,118	4	089	2	20	ı	ı	66	53.8	10,848	47.0
9 hours	6	145	1	1	1	i	ı	ī	6	4.9	145	9.0
Varies for different groups of employees	10	1,854	16	3,815	24	4,037	ı	ŧ	20	27.2	9,706	42.0
Other	N	84	1	9	2	1,224	2	152	10	5.5	1,466	6.3
Total	118	118 12,212	36	5,415	28	5,311	2	152	184	184 100.0	23,090	100.0

STANDARD OR AVERAGE WEEKLY HOURS UNDER ONTARIO MUNICIPAL AGREBATENTS

TABLE 11

NAMBER OF HOURS	NON-	NON-OFFICE	OFF	OFFICE	-NON	NON-OFFICE	PROFESSIONAL	IONAL	AGR	AGREBMENTS	EMPLOYEES	YEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Agrts. Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
35 hours	ŧ	ı	13	856	3	ı	t	ı	13	7.1	856	3.7
37-1/2 hours	Н	11	2	28	1	ı	ı	1	3	1.6	69	0.3
40 hours	101	11,342	4	089	2	20	t	t	107	58.2	12,072	52.2
42 hours	1	17	ı	ı	t	ı	ı	ŧ	Н	0.5	17	0.1
44 hours	\vdash	7	t	1	ı	ı	ı	I	1	0.5	7	0.0
45 hours	6	145	ŧ	i	1	ı	t	ı	6	4.9	145	9.0
Varies for different groups of employees	М	633	16	3,815	24	4,037	ı	1	43	23.4	8,485	36.7
Other	2	57	1	9	2	1,224	2	152	7	3.8	1,439	6.2
Total	118	118 12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

COMPENSATION FOR WORK AFTER SCHEDULED DALLY HOURS UNDER ONTARIO MINICIPAL AGREBMENTS

Non-Office Office					NON-OFFICE	FFICE				T	TOTAL	
Agrts. Empls. vision 6 239 th time and one-half followed by time and one-half for different groups of employees for different groups of employees left time off or pay at time and half nd one-half off or pay at time and half half laft one-half off or pay at time and half laft one-half off or pay at time and half laft one-half off or pay at time and half laft one-half off or pay at time and half laft one-half off or pay at time and half laft one-half off or pay at time and half	viduos	1-OFFICE	OFF	OFF ICE	& OFFICE	FICE	PROFESSIONAL	IONAL	AGRE	AGREEMENTS	HMPI	HMPLOYEES
wrision th time und one-half th time followed by time and one-half if or different groups of employees if or different groups of employees lent time off or pay at time and nd one-half off or pay at time and	Agr		Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	9/0
th time and one-half and one-half that time followed by time and one-half that time off or pay at time and half and one-half off or pay at time and and one-half off or pay at time and one			N	196	2	352	2	152	15	8.2	939	4.1
ind one-half int time followed by time and one-half if one-half followed by double time if or different groups of employees if or different groups of employees if or different groups at time and ind one-half off or pay at straight ind one-half off or pay at time and	time	80	ı	ı	t	ı	8	1	1	0.5	80	0.3
th time followed by time and one-half 1 39 and one-half followed by double time 4 212 for different groups of employees lent time off or pay at time and 2 649 and one-half off or pay at straight and one-half off or pay at time and half 1 23			24	1,899	19	1,247	ı	1	146	79.4	14,116	61.1
nd one-half followed by double time 4 212 for different groups of employees	time followed by time and one-half	39	F	1	1	1	ı	1	H	0.5	39	0.2
lent time off or pay at time and 2 649 and one-half off or pay at straight	one-half followed by double time	212	ı	ı	ı	ı	ı	ŧ	4	2.2	212	0.9
lent time off or pay at time and 2 649 half nd one-half off or pay at straight nd one-half off or pay at time and half - 2 53			2	2,725	9	3,652	ı	1	œ	4.3	6,377	27.6
nd one-half off or pay at straight nd one-half off or pay at time and 1 1 23			м	489	ı	ı	1	1	rv	2.7	1.138	4.9
nd one-half off or pay at time and 1 23	one-half off or pay at straight	ı	1	26	ı	1	1	1	\vdash	0.5	26	0.1
1 23	one-half off or pay at time and		1	80	1	ı	1	1	-	0.5	80	0.3
	1	23	1	1	Н	09	ı	1	2	1.1	83	0.4
Total 118 12,212 36			36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

COMPENSATION FOR WORK AFTER SCHEDULED WEEKLY HOURS UNDER ONTARIO MINICIPAL AGREEMENTS

					NOM_OFFICE	ETCE				TO	TOTAL	
AMOUNT OF COMPENSATION	NON-OFFICE	FICE	OFFICE	CE	& OFFICE	TCE	PROFESSIONAL	SIONAL	AGREEMENTS	IENTS	EMPLOYEES	(EES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	6/0
No provision	46	7,082	14	2,959	11	2,087	1	1	71	38.6	38.6 12,128	52.5
Straight time	_	80	t	t	1	ı	8	•	1	0.5	80	0.3
Time and one-half	70	5,011	16	1,353	11	894	ı	1	26	52.7	7,258	31.4
Straight time followed by time and one-half	\vdash	39	t	ı	1	ı	3	t	П	0.5	. 39	0.2
Varies for different groups of employees	1	ŧ	П	525	4	2,080	8	ı	2	2.7	2,605	11,3
Equivalent time off	1	4	ī	1	ı	1	2	152	2	1.1	152	0.7
Equivalent time off or pay at time and one-half	t	ı	7	463	t	ī	1	ı	2	1.1	463	2.0
Time and one-half off or pay at time and one-half	ı	1	П	80	f	ı,	t	1	1	0.5	80	0.3
Other	٠,	1	7	35	7	250	t ,	ı	4	2.2	285	1.2
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	100.0 23,090 100.0	100.0

					NON-	NON-OFFICE				T	TOTAL	
AMOUNT OF COMPENSATION	NON-(NON-OFFICE	OFFICE	ICE	4 0	& OFFICE	PROFESSIONAL	IONAL	AGREI	AGREEMENTS	EMPLOYEES	EES
	Agrts.	Empls. Agrts. Empls.	Agrts.	Empls.	Agrts.	Agrts. Empls.	Agrts.	Empls.	No.	6/0	No.	6/0
No provision	47	2,670	22	1,771	11	2,400	2	152	82		44.6 6,993	30.3
Time and one-half	28	8,386	12	3,295	15	2,622	ı	ı	85		46.2 14,303	61.9
Double time	7	841	1	11	1	280	ı	1	6	4.9	1,132	4.9
Straight time followed by time and one-half	1	12	1	1	ı	1	ı	ı	T	0.5	12	0.1
Time and one-half followed by double time	3	42	ı	ŧ	1	ı	ı	1	М	1.6	42	0.2
Varies for different groups of employees	1	ı	ı	1	1	6	ı	t	Н	0.5	6	0.0
Equivalent time off or pay at time and one-half	1	238	Н	338	1	t	t	ı	2	1,1	576	2.5
Other	1	23	t	1	1	٠.	ı	ı	1	0.5	23	0.1
Total	118	118 12,212	36	5,415	28	5,311	2	152	184 1	0.00	184 100.0 23,090 100.0	100.0

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SUNDAY OR SEVENTH DAY UNDER ONTARIO MUNICIPAL AGREDMENTS

					NON-OFFICE	THICH				TO	TOTAL	
AMOUNT OF COMPENSATION	NON-OFFICE	FICE	OFFICE	CE	& OFFICE	FICE	PROFESSIONAL	TONAL	AGREI	AGREBMENTS	BAPLOYEES	YEES
	Agrts.	Agrts. Empls. Agrts. Empls.	Agrts.	Empls.	Agrts.	Agrts. Empls. Agrts. Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	26	26 1,436	14	674	7	407	. 7	152	49	26.6	26.6 2,669 11.5	11.5
Time and one-half	23	5,823	7	2,774	6	3,912	1	1	39	21.2	21.2 12,509	54.2
Double time	29	4,902	14	1,629	10	951	1	î	91	49.5	49.5 7,482	32.4
Varies for different groups of employees	ı	1	1	ı	2	41	8	8	2	1.1	41	0.2
Equivalent time off or pay at time and one-half	1	t	Н	338	t	ı	t	ŧ	⊣	0.5	338	1.5
Other	2	51	1	ı	ŧ	1	ŧ	ı	2	1.1	51	0.2
Total	118	118 12,212	36	5,415	28	5,311	2	152	184	100.0	184 100.0 23,090 100.0	0.001

THE STATE OF THE S					NON-OFFICE	FICE				T	TOTAL	
AMOUNI OF PAYMENI	NON-NON-	NON-OFFICE	OFI	OFFICE	& OFFICE	FICE	PROFESSIONAL	SIONAL	AGREE	AGREEMENTS	BMPL	BMPLOYEES
	Agrts.	Empls.	Agrts.	Empls,	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	82	9,398	25	4,088	19	4,466	2	152	131	71.2	18,104	78.4
\$1.00 per meal	П	26	1	ı	ı	ı	£	1	Н	0.5	26	0.1
\$1.25 per meal	2	22	1	1	ı	ı	t	t	2	1,1	22	0.1
\$1.50 per meal	6	1,134	7	1,182	2	97	ŧ	ı	18	8.0	2,413	10.5
\$1.75 per meal	4	112	1	38	1	280	t	ı	9	3,3	430	1.9
\$2.00 per meal	6	726	Н	09	33	405	1	1	13	7.1	1,191	5.2
\$2.50 per meal	2	18	t	ı	2	24	1	1	4	2.2	42	0.2
Meals furnished by the employer	9	2776	2	47	1	39	4	ı	6	4.9	862	3.7
Total	118	12,212	36	5,415	28	5,311	2	152	184	184 100.0	23,090	100.0

SECTION 4
SHIFT PREMIUMS



SECOND SHIFT PRIMIUMS UNDER ONTARIO MUNICIPAL AGREDATINS

					TOTAL MON	TOTAL CHILD				Ī	TOTAL	
AMOUNT OF PREMIUM	NON-OFFICE	FFICE	OFFICE	ICE	G OFFICE	TICE	PROFESSIONAL	IONAL	AGRE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls,	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	48	1,004	23	1,063	11	414	2	152	84	45.7	2,633	11.4
Cents per hour												
4 cents	1	31	1	8	\$	t	1	1	_	0.5	31	0.1
6 cents	1	ŧ	ı	1	1	24	t	1	Н	0.5	24	0.1
7 cents	2	190	1	1	t	1	1	8	2	1.1	190	0.8
8 cents	. 3	332	1	09	1	t	t	t	4	2.2	392	1.7
9 cents	2	91	1	1	2	46	1	1	4	2.2	137	9.0
10 cents	10	437	Η	122	П	183	1	ı	12	6.5	742	3.2
11 cents	4	820	-	525	ı	t	t	t	ro.	2.7	1,345	5.8
12 cents	57	153	1	ı	23	787	t	1	00	4.3	940	4.1
14 cents	73	426	t	ı		280	ŧ	1	9	3.3	200	3.1
15 cents	21	1,920	4	290	50	127	ı	8	28	15.2	2,637	11.4
16 cents	2	388	1	ŧ	ı	ı	ı	ŧ	2	1.1	388	1.7
17 cents	2	333	1	ı	1	ı	,	1	2	1.1	333	1.4
18 cents	11	6,025	5	2,903	2	2,009	ı	1	18	9.8	10,937	47.4
20 cents	2	62	ı	1	Τ	107	ı	t	3	1.6	169	0.7
Amount per shift												
\$1.00 per shift	1	t	Н	152	1	t	1	1	П	0.5	152	0.7
Per cent of wages												
5 per cent	i	1	ı	1		59	1	ε	Ţ	0.5	29	0.3
Time differential												
9 hours' pay for 8 hours' work	I	1	ı	ı	П	1,200	ı	1	-	0.5	1,200	5.2
Other	1	t	1	ŧ	Н	75	t	8	Н	0.5	75	0.3
Tota1	118	12,212	36	5,415	28	5,311	2	152	184	8.66	23,090	100.0

 $\overline{\text{TABLE } 18}$ THIRD SHIFT PREMIUMS UNDER ONTARIO MUNICIPAL AGREEMENTS

					INOIN	1011		are the character of th			TOTAL	
AMOUNT OF PREMIUM	NON-O	NON-OFFICE	OFFICE	CE	G OFFICE	FICE	PROFESSIONAL	SIONAL	AGR	AGREEMENTS	EMPI	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	46	985	23	1,063	10	382	2	152	81	44.0	2,582	11.2
Cents per hour												
5 cents	ı	ı	1	ı	1	32	1	1	Н	0.5	32	0.1
6 cents	⊣	31	ı	ı	ı	1	ı	1	-	0.5	31	0.1
7 cents	2	190	1	ı	8	1	1	1	2	1.1	190	0.8
8 cents	П	15	1	1	1	ı	1	ı	П	0.5	15	0.1
10 cents	rv	108	П	09	2	207	ı	1	00	4.3	375	1.6
11 cents		101	ı	1	1	1	ı	ı	1	0.5	101	0.4
12 cents	S	747	7	525	3	.768	ŧ	1	6	4.9	2,040	00
13 cents	٦	62	1	ı	П	23	1	,	2	1.1	85	0.4
14 cents	5	437	1	1	1	280	1	ı	9	3.3	717	3,1
15 cents	24	2,014	4	290	3	127	1	1	31	16.8	2,731	11.8
16 cents	3	648	П	122	1	ı	1	8	4	2.2	770	3.4
17 cents	3	361	ı	ı	1	ı	ı	1	3	1.6	361	1.6
18 cents	15	6,367	5	2,903	2	2,009	t	1	22	12.0	11,279	48.8
20 cents	N	132	1	1	1	107	ı	ı	9	3.3	239	1.0
30 cents	П	14	ı	î	1	t	1	i	1	0.5	14	0.1
Amount per shift												
\$1.00 per shift	1	ī	Н	152	ı	1	1	1	1	0.5	152	0.7
Per cent of wages												
5 per cent	ı	1	1	1	Н	59	ı	,	m	0.5	59	0.3
Time differential												
9 hours' pay for 8 hours' work	ŧ	ı	ī	ı	1	1,200	1	1	П	0.5	1,200	5.2
Other	1	1	t	1	2	117	1	1	2	1.1	117	0.5
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

SECTION 5
PAY GUARANTEES



REPORTING PAY GUARANTEES¹ UNDER ONTARIO MUNICIPAL AGREEMENTS TABLE 19

					NON-OFFICE	FICE				TC	TOTAL	
MINIMUM GUARANTEE	NON-O	NON-OFFICE	OFFICE	CE	\$ OFFICE	ICE	PROFESSI ONAL	IONAL	AGREEMENTS	ENTS	EMPLOYEES	YEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Emp1s.	Agrts.	Empls.	No.	0/0	No.	6/0
No provision	72	4,088	34	5,372	20	3,169	2	152	128	9.69	12,781	55.4
1 hour of work or pay	2	155	ŧ	ı	ŧ	ŧ	t	ı	2	1.1	155	0.7
2 hours of work or pay	13	1,310	1	ı	23	125	ŧ	ı	16	8.7	1,435	6.2
3 hours of work or pay	7	1,331	1	1	1	ı	ı	1	7	3.8	1,331	5.8
4 hours of work or pay	19	5,032	2	43	4	1,957	t	ı	25	13.6	7,032	30.5
8 hours of work or pay	7	7	t	ı	1	1	ı	ı	Н	0.5	7	0.0
Graduated payments	4	289	ı	1	٤	ı	t	ı	4	2.2	289	1.2
Other	1	ı	ı	8	1	09	t	1	1	0.5	09	0.3
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0
		The second second second second	-					-				

1 - Reporting pay provisions guarantee employees an amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.

TABLE 20

CALL-BACK PAY GUARANTEE 1 UNDER ONTARIO MUNICIPAL AGREEMENTS

MINITAGN CHADANTEE					NON-O	NON-OFFICE				TC	TOTAL	
AND RATE OF PAY	NON-	NON-OFFICE	OFFICE	ICE	G OFFICE	FICE	PROFESSIONAL	SIONAL	AGRE	AGREEMENTS	EMPLOYEES	YEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	13	736	12	852	4	276	2	152	31	16.8	2,016	8.7
Minimum of 2 hours at straight time	00	752	1	20	1	ı	ı	1	6	4.9	772	3,3
Minimum of 3 hours at straight time	N	460	1	38	ı	ı	1	ı	.9	3.3	498	2.2
Minimum of 3-1/2 hours at straight time	l	127	ı	t	I	ł	1	t	1	0.5	127	9.0
Minimum of 4 hours at straight time	3	33	ł	t	2	35	1	f	5	2.7	89	0.3
nimum of 1 hour at time and one-half	2	35	1	ı	1.	ı	t	t	2	1,1	35	0.2
Minimum of 1-1/2 hours at time and one-half	П	17	1	ı	1	1	ł	1	Н	0.5	17	0.1
Minimum of 2 hours at time and one-half	24	4,586	9	505	2	304	1	1	32	17.4	5,395	23.3
Minimum of 3 hours at time and one-half	4	655	1	1	ŧ	3	r	ı	4	2.2	655	2.8
Minimum of 4 hours at time and one-half	Н	38	1	125	3	247	1	1	5	2.7	410	1.8
Minimum of 1 hour at double time	1	1	Τ	80	1	ı	1	ŧ	Н	0.5	80	0.3
Minimum of 2 hours at straight time or actual hours worked at premium rate, whichever is greater	4	644	-	∞	50	1.915	ı	t	00	4.3	2,567	1
Minimum of 3 hours at straight time or actual hours worked at premium rate, whichever is greater	100	572	~	175	1		t	ı	и	, ,	7.87	2
Minimum of 4 hours at straight time or actual hours worked at premium rate,		1	3	À					7	• 7	7+7	7.0
whichever is greater	5	160	_	14	3	168	1	í	6	4.9	342	1.5
Minimum of 1 hour at applicable overtime rate	1	1	-	11	1	ī		1	-	0.5	=	0.0
Minimum of 2 hours at applicable overtime	ć	,		1 1		1			1			
Minimum of 2-1/2 hours at applicable overtime rate	0 1	011,42	0 1	5,015	4 F	1,/95	1 (1 1	38	7.07	976,9	30.0
Minimum of 2-2/3 hours at applicable overtime rate	ı	ı	ı	t	-	10	1		-) C	10	7.0
Minimum of 3 hours at applicable overtime rate	11	1.053	~	557	1 1/	404	t	1	7	0 0	2 014	0 0
Minimum of 4 hours at applicable overtime rate	Н	6		15	. –	77	ı	1	2 6		000	
Other	4	219	1	1	1	59	1	l	2 2	2.7	278	1.2
Total	118	12,212	36	5,415	28	5.311	2	152	184	100 0	000	000

SECTION 6

ALLOWANCES FOR WORK CLOTHING OR UNIFORMS



SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS UNDER ONTARIO MUNICIPAL AGREDMENTS

					NON-	ONI-OBETCE				TO	TOTAL	
PROVISION	NON-C	NON-OFFICE	OFF ICE	CE	& OFFICE	FICE	PROFESS	PROFESSIONAL	AGRE	AGREEMENTS	EMPLOYEES	YEES
	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts, Empls.	No.	No. %	No.	0/0
No provision	44	3,742	27	4,677	13	2,539	. 2	152	98	46.7	11,110	48.1
Supplied at no cost to employees	59	7,712	00	723	12	2,411	t	ī	79	42.9	10,846	47.0
Supplied at some cost to employees	9	409	I	£	1	328	ı	1	7	3.8	737	3.2
Employer makes a monetary allowance	∞	149	Н	15	П	6	t	1	10	5.4	173	0.7
Other		200	ı	1	1	24	ī	t	2	1.1	224	1.0
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

MAINTENANCE¹ OF OR ALLOWANCES FOR MAINTENANCE OF WORK CLOTHING OR UNIFORMS UNDER ONTARIO MUNICIPAL AGREBUENTS

					NOM O	ETOE				TO	TOTAL		
PROVISION	NON-OF	FICE	OFF ICE	CE	G OF	G OFFICE		TONAL	AGREE	AGREBMENTS	EMPLOYEES	EES	
	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Empls.	1	Agrts. Empls.	No.	No. %	No.	67	
No manyision	40	9,171	35	5, 383	28	28 5.311	2	152	162	162 88.0	20,017 86.7	86.7	
Nointained at no cost to employees	20	20 2 087	} ←	25	t		1	ı	21		3,019	13.1	
Maintained at some cost to employees	04	70C 67	н т	1 1	1	1	1	1	-		54	0.2	57
	118	12 212	75	5 115	28	5 211	2	152	184	184 100.0	23.090 100.0	100.0	
local	OTT	77,077	00	- P	0 1		3						1
	On the second of the second					The state of the s	-	and the second second second second second	-				

1 - Refers to laundering and cleaning services.



SECTION 7

PAY FOR TIME NOT WORKED



51 77	NO.N	NON-OFFICE			TOTAL	
Agrts, Empls, Agrts, Empls, Agrts, Empls, 50 5,935 16 3,528 13 2,863 1 35 36 4,259 2 545 4 1,917 22 993 15 963 11 531 different 2 649 morning 1 338 12 254 1 15 13 254 14 45 15 254 16 358 17 46 18 358 19 551 10 649 10 15 11 15 12 254 13 254 14 45 15 254 16 25 254 17 46	OFFICE	OFF ICE	PROFESSIONAL	AGREBMENTS		EMPLOYEES
50 5,935 16 3,528 13 2,863 1 35 36 4,259 2 545 4 1,917 22 993 15 963 11 531 different 2 649 morning 1 338 ted 2 254 1 328 2 254	Empls. Agrts. Empls.		Agrts. Empls.	No.	% No.	0/0
1 35	5,935 16 3,528		2 152	81	44.0 12,478	54.0
2 17 1 26	ſ	ı	1	1	0.5 35	0.2
36 4,259 2 545 4 1,917 22 993 15 963 11 531 different 2 649 morning 1 538 led 2 254 1 15	17 1 26		1	23	1.6 43	0.2
22 993 15 963 11 551 different 2 649 morning 1 338 2 254 1 15 2 254	4,259 2 545		t t	42	22.8 6,721	29.1
different 2 649	993 15 963		t t	48	26.1 2,487	10.8
different 2 649	1 46	1	t i	-	0.5 46	0.2
2 24 1 15			1	2	1.1 649	2.8
ed 2 24 1 15 2 254	1 338		1	д	0.5 338	1.5
2 254	24 1 15		i	23	1.6 39	0.2
	254		t	2	1.1 254	1.1
Total 118 12,212 36 5,415 28 5,311 3	12,212 36 5,415		2 152	184 10	100.0 23,090	100.0

 $\overline{\text{TABIJ}} \ 24$ PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO MUNICIPAL AGREBMENTS

S. Bmpls. Agrts. Agrts. Bmpls. Agrts. Bmpls. Agrts. Bmpls. Agrts.			NON-OFFICE				TO	TOTAL	
Agrts, Empls, Agrts, Empls, 98 9,378 35 5,377 4 1,683 2 17 1 18 1 38 ified 1 200 6 774 1 46 118 12 212 118 12 212 118 12 212	NON-OFFICE OFFICE		& OFFICE	PROFE	PROFESSIONAL	AGREEMENTS	FINTS	EMPLOYEES	EES
98 9,378 35 5,377 4 1,683 2 17 1 18 1 38 ified 1 200 6 774 774 11 46 118 17 212 62	Empls. Agrts.		Agrts, Empls.	s. Agrts.	. Empls.	No.	0/0	No.	0/0
ified 1,683	9,378 35	,377	26 5,278	3 2	152	161	87.5	20,185	87.4
ified 1 18 1 38 ified 1 200	1,683	ı	ı	ı	1	4	2.2	1.683	7.3
ified 1 200 6 774		ı	1	1	ı	2	1.1	17	0.1
ocified 1 200	1 18 1	38	ı	t	t	2	1.1	56	0.2
6 774		ı	1	1	ı	Н	0.5	200	6.0
3 34	774	ı	2 33	1	1	00	4.3	807	3,5
2 62	3 34	ı	ı	1	f	м	1.6	34	0.1
2 62	1 46 -	1	ı	1	,	П	0.5	46	0.2
7 5 6 6 6 7 8 1 1	62	ŧ	t	£.	ŧ	2	1,1	62	0.3
22,212 30 5,415	118 12,212 36 5,	5,415	28 5,311	2	152	184	184 100.0	23,090 100.0	100.0

TABLE 25
PAID JURY DUTY LEAVE UNDER ONTARIO MUNICIPAL AGREBATIS

					11011	10.10				TC	TOTAL	
AMOUNT OF PAY	NON-0	NON-OFFICE	OFFICE	CE.	A OF	G OFFICE	PROFESSIONAL	SIONAL	AGREE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Agrts. Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	37	1,868	11	733	7	148	1	t	52	29.9	2,749	11.9
Full pay plus jury fees	1	ı	Н	105	ı	ı	1	ı	H	0.5	105	0.5
Difference between regular pay and jury fees	92	9,429	22	4,440	19	3,773	t	ı	117	63.6	17,642	76.4
Full pay or jury fees, whichever is greater	Н	260	Н	122	Т	1,200	2	152	rv	2.7	1,734	7.5
Amount of pay not specified	М	632	1	15	1	ı	1	Į.	4	2.2	647	2.8
Other	1	23	t	ı	Н	190	1	1	2	1.1	213	0.9
Total	118	12,212	36	5,415	28	5,311	2	152	184		100.0 23,090	100.0

 $\frac{\text{TABLE} \ 26}{\text{PAID BENEAUTHENT LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS}}$

NON-OFFICE NO-OFFICE NON-OFFICE NON-OFFICE NON-OFFICE NON-OFFICE NO-OFFICE NON-OFFICE NON-OFFICE NON-OFFICE NON-OFFICE NO-OFFICE NO-OFF	MAYTAIN MARDED OF DAVE					NON-NON	ETCE				L	TOTAL	
Noticion 13 287 1 3 2 189 - 16 189 - 16 189 - 16 189 -	ALLOVED	NON-O	FFICE	HO	ICE	G OFF	ICE	PROFESS	TONAL	AGREE	MENTS	IMPI	IMPLOYEES
13 287 1 3,816 16 4,321 - - 16 16 13,816 16 4,321 - - 94 5 5 5 5 5 5 5 5 5		Agrts.	Empls.	Agrts.		Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
Se pasic with one additional day if a basic with 2 additional days if a basic with 3 additional days if a ba	No provision	13	287	1	3	2	189	I	ı	16	8.7	479	2,1
**Se basic with one additional day if **Interpretational days in **Interpre	3 days	59	7,552	19	3,816	16	4,321	1	ı	94	51.1	15,689	62.0
se basic with one additional day if vel involved vel involved vel involved vel involved vel involved a spacic with 3 additional days if 1 17 1 11 1 vel involved s basic with 5 additional days if 1 17 1 11 1 vel involved vel involved vel involved 2 basic with 5 additional days if 3 79 1 32 1 22 5 vel involved vel involv	7 days	ı	ı	ı	,	1	ı	2	152	2	-	152	0 7
s basic with 2 additional days if vel imvolved vel imvolved vel imvolved vel involved vel invol	3 days basic with one additional day if travel involved	1	101	1	1	Н	09	ı	'	1 0	-	191	7 0
s basic with 3 additional days if vel involved vel involved self-site with 5 additional days if		4	637	4	695	l r	} 1	1	1	3 o	1 2	1 222	1
besic with 5 additional days if vel involved s basic with 5 additional days if s basic with 5 additional days if s basic with 7 additional days if s for death in immediate family, ay for other relatives s for death in immediate family, 1	days	Н	17	1	1	1	1	ı	ı	o F	, C	17	0.1
s basic with 7 additional days if selectional days in immediate family, selectional days for other relatives selectional da		ı	ı	-		ı	ı	ı	ı	-		. F	
s for death in immediate family, s for		М	79	П	32	Н	22	ı	t	4 1.	2.0	177	0.0
s for death in immediate family, 1	3 days for death in immediate family, 1/2 day for other relatives	3	390	t	ŧ	Н	328	t	ı		, , ,	718	, h
s for death in immediate family, 1 79	3 days for death in immediate family, 1 day for other relatives	16	1,316	rv	341	4	127	t	1	75	1 2 2	1 784	7 7
s for death in immediate family, 1 26	3 days for death in immediate family, 2 days for other relatives	Н	79	ī	ı	ı	ı	1	1	3 -		707	
s for death in immediate family, s for death in immediate family, s for death in immediate family, r I day for other relatives s for death in	3 days for death in immediate family, $1 \text{ or } 1/2$ day for other relatives	П	26	t	r	ı	.1	ı	ı	+ -	С	5, 26	
s for death in immediate family, 3ys for other relatives 5 for death in immediate family, 1 66 1 5 coeified 5 102 2 41 2 205 - 9 7 965 2 111 1 59 - 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10	3 days for death in immediate family, 2 or 1 day for other relatives	2	583	H	365	ı	1	ı	(H 14	1 6	070	7 7
s for death in immediate family, r 1 day for other relatives secified 7 965 2 111 1 59 1 118 12,212 36 5,415 28 5,311 2 152 184	4 days for death in immediate family, 2 days for other relatives	1	12	I		ı	ı	ı	ı	. L	, C	17	† · C
pecified 5 102 2 41 2 205 - 9 7 965 2 111 1 59 - 10 10 10 10 10 10 10 10 10 10 10 10 10	4 days for death in immediate family, 3 or 1 day for other relatives	1	99		ı	t	τ	1	1	- +	, c	77	0 0
7 965 2 111 1 59 - 10 118 12,212 36 5,415 28 5,311 2 152 184	Not specified	гJ	102	2	41	2	205	t	ı	1 6	4.9	348	2, 7
118 12,212 36 5,415 28 5,311 2 152 184	Other	7	965	2	1111	1	59	ı	τ	10	5.4	1,135	4.7
TOT TOT TOTAL	Total	1	2,212	36	5,415	28	5,311	2	152	184	100.0	23,090 100.0	100.0

 $\overline{\text{TABLE 27}}$ PAID ANNUAL SICK LEAVE UNDER ONTARIO MUNICIPAL AGREBATINS

										OT	TOTAL	
ANNUAL ALLOWANCE	NON-	NON-OFFICE	OFFICE	ICE	NON-(NON-OFFICE & OFFICE	PROFESSIONAL	IONAL	AGRE	AGREEMENTS	BMPL(EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts,	Empls.	No.	0/0	No.	0/0
No paid sick leave plan	7	172	Н	23	I	t	1	1	00	4.3	175	0.8
10 days	2	6	ě	ı	1	ı	1	ı	2	1.1	6	0.0
12 days	00	170		ı	1	39	1	ţ	6	4.9	209	6.0
15 days	2	32	-	11	rv	2,162	2	152	10	5.4	2,357	10.2
18 days	77	10,871	27	5,129	13	2,507	ŧ	ŧ	117	63.6	18,507	80.2
26 days	1	t	1	t	\vdash	280	1	1	П	0.5	280	1.2
Varies with length of service	Н	6		09	t	t	1	ı	7	1.1	69	0.3
Allowance made per sickness	1	25	\$	ľ	t	i	ł	t	Η	0.5	25	0.1
Annual cash payment plan	2	75	ŧ	ī	1	ŧ	t	ı	2	1.1	75	0.3
Allowance not specified	П	23	г	13	1	ŧ	t	I	2	1.1	36	0.2
Other	17	826	r	199	00	323	t	ı	30	16.3	1,348	5.8
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090 100.0	100.0
								The state of the s	-	-		-

 $\frac{\text{TABLE 28}}{\text{MAXIMUM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS}}$

										TC	TOTAL	
MAXIMUM ACCUMULATION ALLOWED	NON	NON-OFFICE	OFF	OFFICE	NON-	NON-OFFICE \$ OFFICE	PROFE	PROFESSIONAL	AGREE	AGREEMENTS	EMPL(EMPLOYERS
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	9/0	No.	0/0
No Paid Sick Leave Plan	7	172	Н	3	ı		1	f	00	4.3	175	0.8
Unused Sick Leave Not Cumulative	4	123	Н	09	1	ı	,	ı	5	2.7	183	8.0
Under 60 Days	1	4	1	1	ı	1	ı	1		0.5	4	0.0
60 - 89 Days	3	89	ı	1	ı	1	ı	1	23	1.6	89	0.4
90 - 119 Days	10	271	1	1	4	113	1	ı	14	7.6	384	1.7
120 - 149 Days	3	196	ŧ	ŧ	Н	6	ı	1	4	2.2	205	6.0
150 - 179 Days	4	44	П	80	П	59	ı	1	9	3.3	183	0.8
180 - 209 Days	14	029	2	202	4	145	1	1	23	12.5	266	4.3
210 - 239 Days	1	17	Н	5	ı	ı	ı	î	2	1.1	22	0.1
240 - 269 Days	2	38	П	38	\vdash	12	1	1	4	2.2	88	0.4
270 - 299 Days	3	167	1	1	ŀ	1	1	١.	3	1.6	167	0.7
300 or More Days	00	1,350	2	229	₩	280	1	1	11	0.9	2,307	10.0
Accumulation Changes During Term of Agreement	ŧ	1		,	H	22	1	1	Н	0.5	22	0.1
No Limit Specified	43	8,519	18 4	4,046	6	4,394	2	152	72	39.1	17,111	74.1
Sick Leave Converted to Cash at Year End		4			ı	1	t	ı		0.5	~	0.0
Other	14	570	9	304	9	277	1	•	.26	14.2	1,149	6.4
Total	118 1	12,212	36 5	5,415	28	5,311	2	152	184	100.0	23,090	100.0

PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT UNDER ONTARIO MUNICIPAL AGREEMENTS TABLE 29

PERCENT OF UNUSED ALLOWANCE PAID	NON	NON-OFFICE	OF	OFFICE	NON-	NON-OFFICE & OFFICE	PROF	PROFESSIONAL	AGREE	AGREEMENTS	TOTAL	EMPLOYEES
	Agrts.	. Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	9/0	No.	0/0
No Paid Sick Leave Plan	7	172	П	23	1	8	£	1	∞	4.3	175	0.8
Plans Not Specifying payment for Unused Allowance,	24	1,590	rv	573	rv	355	1	t	34	18.5	2,518	10.9
Percent of Unused Allowance Paid for under Plans Specifying Payment												
25 per cent	2	14	ŧ	1	ŧ	ı	ı	ŧ	2	1.1	14	0.1
50 per cent	64	8,437	22	4,060	15	4,669	2	152	103	56.0	17,318	75.0
60 per cent	1	t	t	1	1	24	1	t	Н	0.5	24	0.1
100 per cent	П	25	,	1	1	ı	ı	1	Н	0.5	25	0.1
Varies with Length of Service	7.5	781	2	530	Н	22	1	1	00	4.3	1,333	5.8
Other	15	1,193	9	249	9	241	1		27	14.7	1,683	7.2
Total	118	12,212	36	5,415	28	5,311	2	152	184	184 100.0	23,090	100.0

 $\overline{\text{TABLE 30}}$ PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT UNDER ONTARIO MUNICIPAL AGREEMENTS

											TOTAL	
PAYMENT OF UNUSED ALLOWANCE PAID		NON-OFFICE	ō	OFFICE	NON 45	NON-OFFICE & OFFICE	PROF	PROFESSIONAL	AGREI	AGREEMENTS	EMPI	EMPLOYEES
	Agrts.	Agrts. Empls. Agrts.	Agrts.	. Empls. Agrts.	Agrts	. Empls.	Agrts.	Emp1s	No.	0/0	No	0/0
No Paid Sick Leave Plan	7	172	1	3	1		1		00	4.3	175	0.8
Plans not Specifying Payment for Unused Allowance	35	1,421	9	574	9	171	1	1	47	25.5	2,166	9.4
50 per cent	45	5,742	18	1,791	10	2,853	,	1	73	39.7	10,386	45.0
60 per cent	1	t	1	ı	1	24	ì	1	1	0.5	24	0.1
75 per cent	1	17	Н	ιΛ	ı	1	ī	ı	2	1.1	22	0.1
100 per cent	10	3,316	2	2,208	4	1,962	2	152	18	8.6	7,638	33.1
Varies with Length of Service	9	941	2	585	1	ı		1	00	4.3	1,526	9.9
Other	14	603	9	249	7	301	1	, 1	27	14.7	1,153	4.9
Total	118 1	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

 $\overline{\text{TABLE 31}}$ PAID HOLIDAYS UNDER ONTARIO MUNICIPAL AGREEMENTS

ANNUAL ALLOWANCE	NON	NON-OFFICE	OF	OFFICE	NON -	NON-OFFICE & OFFICE	PROF	PROFESSIONAL	AGREI	AGREEMENTS	EMP	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
9 Full Holidays	11	402	1	ı	1	12	1	1	12	6.5	414	1.8
9 Full Plus 2 Half Holidays	2	21	1	1	t	í	ı	1	2	1.1	21	0.1
9 Full Plus 3 Half Holidays	1	12	1	1	1	1	ı	1	П	0.5	12	0.1
10 Full Holidays	36	1,145	7.	332	2	212	ı	1	48	26.1	1,689	7.3
10 Full Plus 1 Half Holidays	4	190	1	ı	1	22	1	1	23	2.7	212	0.9
10 Full Plus 2 Half Holidays	7	142	Н	11	rv	189	ı	1	13	7.1	342	1.5
11 Full Holidays	47	7,974	21	4,333	13	4,483	2	152	83	45.1	16,942	73.4
11 Full Plus 1 Half Holidays	П	200	-	105	1	1	i	1	2	1.1	305	1.3
11 Full Plus 2 Half Holidays	4	830	4	618	ı	1	1	1	00	4.3	1,448	6.3
12 Full Holidays	2	614	1	11	2	351	1	ı	52	2.7	926	4.2
13 Full Holidays	Н	365	1	1	1	1	1	ı	Н	0.5	365	1.6
13 Full Plus 1 Half Holidays		300	ı	ı	1	ı	ı	1,	1	0.5	300	1.3
Varies for Different Groups of Employees	ı	1	1	ı	-	42	ſ	1	Н	0.5	42	0.2
Changes During Term of Agreement	П	17	Н	ιn	ł	1	1	ı	2	1.1	22	0.1
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

 $\overline{\text{TABLE 32}}$ COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO MUNICIPAL AGREEMENTS

										I	TOTAL	
AMOUNT OF COMPENSATION	-NON	NON-OFFICE	OFF	OFFICE	NON- G G	NON-OFFICE § OFFICE	PROF	PROFESSIONAL	AGRE	AGREEMENTS	EMPI	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No Provision	3	15	9	519		09	2	152	12	6.5	746	3.2
Straight Time Plus Holiday Pay	4	62	-	30	-	32	ı	1	9	3.3	124	0.5
Time and One-Half	П	9	1	1	1	1	i	ı	П	0.5	9	0.0
Time and One-Half Plus Holiday Pay	70	7,158	20 1	1,499	21	4,876	1	í	111	60.3	13,533	58.6
Double Time Plus Holiday Pay	30	2,349	2	494	Η	15	1	1	36	19.6	2,858	12.4
Varies with Number of Hours Worked	1	25	ı	1	ı	1	1	1	Н	0.5	25	0.1
Varies for Work on Different Holidays	М	71	ı	1	Н	107	1	ı	4	2.2	178	0.8
Time and One-Half Plus Another Day Off with Pay	1	61	1	1	Н	190	t	1	2	1.1	251	1.1
Time and One-Half Plus Equivalent Time Off	H	2,100	П	338	1	ı	I	1	2	1.1	2,438	10.6
Varies for Different Groups of Employees	2	301	1 2	2,200	2	31	ı	1	5	2.7	2,532	. 11.0
Other .	2	64	2	335	١	ı	ı	1	4	2.2	399	1.9
Total	118 1	12,212	36 5	5,415	28	5,311	2	152	184	184 100.0	23,090	100.0

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS TABLE 33

										T	TOTAL	
LENGTH OF SERVICE	NON	NON-OFFICE	OF	OFFICE	NON-	NON-OFFICE & OFFICE	PROF	PROFESSIONAL	AGRE	AGREEMENTS	EMPI	EMPLOYEES
	Agrts	Agrts. Empls. Agrts. Empls. Agrts. Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Agrts. Empls.	No.	0/0	No.	0/0
Less Than One Year's Service	1	23	1	09		190	2	152	ro	2.7	425	1.8
1 Year	101	11,595	32	3,047	25	5,047	1	1	158	85.9	19,689	85.3
2 Years	11	238	П	2	2	74	1	ı	14	7.6	315	1.4
3 Years	2	38	f	1	ı	1	ı	1	2	1.1	38	0.2
4 Years	1	4	i	1	ı	ı	1	1	\vdash	0.5	4	0.0
Varies for Different Group of Employees	1	1	Н	2,200	1	ı	1	ŧ	Н	0.5	2,200	9.5
Other	2	314	г	105	ı	1	,	1	23	1.6	419	1.8
Total	118	118 12,212	36	5,415	28	5,311	2	152	184	184 100.0	23,090	100.0

LENGTH OF SERVICE FOR THREE WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS TABLE 34

										I	TOTAL	
LENGIH OF SERVICE	NON	NON-OFFICE	OFF	OFFICE	NON-	NON-OFFICE G OFFICE	PROFE	PROFESSIONAL	AGREE	AGREEMENTS	EMPI	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
1 Year		23	1	1	-	190	£	1	2	1.1	213	0.9
3 Years	1	1		22	1	1	1	ī	1	0.5	5	0.0
4 Years	3	329	3	167	ı	t	1	1	9	3,3	496	2.1
5 Years	42	7,193	16 1	1,312	10	2,721	2	152	70	38.1	11,378	49.3
6 Years	∞	434	2	118	2	83	ı	ı	12	6.5	635	2.8
7 Years	59	2,715	8 1	1,211	23	388	I	1	42	22.8	4,314	18.7
8 Years	12	727	М	304	9	190	1	1	21	11.4	1,221	5.3
9 Years	ı	ŧ	1	ŧ	m	10	1	1	1	0.5	10	0.0
10 Years	11	109	1	89	1	9	1	1	13	7.1	183	0.8
12 Years	П	4	1	1	1	1	1	1	1	0.5	4	0.0
15 Years	1	12	1	1	ş	1	1	,1	7	0.5	12	0.1
Varies for Different Groups of Employees	ı	ı	1 2	2,200	П	1,681	1	1	2	1.1	3,881	16.8
Changes during Term of Agreement	00	352	1	30	1	42	1	1	10	5.4	424	1.8
Other	2	314	ı	ı	1	ı	ı	1	2	1.1	314	1.4
Total	118 1	12 212	35	Z 115	28	5 311	2	152	184	100 0	73 090	100.0

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION UNDER ONTARIO MINICIPAL AGREEMENTS TABLE 35

										T	TOTAL	
LENGTH OF SERVICE	NON	NON-OFFICE	OFI	OFFICE	NON-	NON-OFFICE § OFFICE	PROFI	PROFESSIONAL	AGREI	AGREEMENTS	EMPI	EMPLOYEES
	Agrts.		Empls. Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	6/0	No.	0/0
No Provision	10	117	1	1	-	23	ŧ	t	11	0.9	140	9.0
10 Years	3	33	1	ı	7	27	. 1	1	4	2.2	09	0.3
12 Years	2	43	2	00 e=	1	73	ŀ	1	5	2.7	134	9.0
14 Years	3	306	1	122	1	1	1	1	4	2.2	428	1.9
15 Years	35	7,334	15	3,740	6	2,469	2	152	19	33.2	13,695	59.3
16 Years	12	1,441	4	845	2	237	1	1	18	9.8	2,523	10.9
17 Years	13	844	Н	38	1	280	ı	1	15	8.2	1,162	5.0
18 Years	11	872	4	237	6	283	1	ı	24	13.0	1,392	0.9
19 Years	2	72	1	ı	2	1,891	1	ı	4	2.2	1,963	00
20 Years	19	629	00	385	2	28	1	1	29	15.8	1,072	4.6
25 Years	1	12	1	1	1	ŧ	1	ı	-	0.5	12	0.1
Changes during Term of Agreement	2	165	Н	30	ı	1	ı	. 1	9	3,3	195	0.8
Other	2	314	ţ	ı	1	1	1		2	1.1	314	1.4
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

TABLE 36

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREBAENTS

					NON OFFICE	ETCE				T	TOTAL	
LENGTH OF SERVICE	NON-C	NON-OFFICE	OFFICE	CE	G OFFICE	TCE	PROFESSIONAL	TONAL	AGREI	AGREEMENTS	EMPLOYEES	YEES
	Agrts	Agrts Empls.	Agrts.	Agrts. Empls.	Agrts.	Empls.	Agrts,	Empls.	No.	9/0	No.	0/0
No provision	73	2,707	22	1,076	15	1,085	3	1	110	59.8	4,868	21.1
15 years	1	6	ı	ı	1	ı	t	ı	1	0.5	6	0.0
20 years	4	49	П	_∞	3	122	ı	t	∞	4.3	179	0.8
24 years	23	284	Н	122	1	1	i	t	4	2.2	406	1.8
25 years	31	8,450	10	4,004	6	4,095	2	152	52	28.3	16,701	72.3
26 years	2	318	2	205	1	1	ı	ŧ	4	2.2	523	2.3
30 years	2	81	t	1	Н	6	t	1	23	1.6	06	0.4
Other	2	314	11	1;	8	ı	r)	ı	2	1.1	314	1.4
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

SECTION 8

HEALTH, INSURANCE AND PENSIONS



TABLE 37

FMPLOYER CONTRIBUTIONS TO BASIC HOSPITAL INSURANCE PLANS
UNDER ONTARIO MUNICIPAL AGREDMENTS

					NON-OFFICE	FICE					TOTAL	
PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE	FFICE	OFFICE	CE	& OFFICE	ICE	PROFESSIONAL	SIONAL	AGRI	AGREEMENTS	HMPI	IMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	2	63	1	20	ī	ŧ	1	ı	10	1.6	83	0.4
40 per cent	٦	23	ı	ı	\vdash	190	1	t	2	1,1	213	6.0
50 per cent	4	18	ţ	1	1	r	ı	ı	4	2.2	18	0.1
60 per cent	2	15	1	ŧ	2	119	1-	t	4	2.2	134	9.0
65 per cent	П	29	ı	ξ	1	ŧ	ı	ı		0.5	29	0.1
66-2/3 per cent	58	3,558	15	1,520	13	2,517	2	152	80	47.8	7,747	33.6
75 per cent	10	757	4	131	2	133	ı	t	16	8.7	1,021	4.4
80 per cent	2	294	П	09	r-t	183	ŧ	ı	4	2,2	537	2.3
85 per cent	2	276	1	ı	1	ı	t	t	2	1,1	276	1,2
90 per cent	1	99	1	t	8	ı	ı	ı	-	0.5	99	0.3
94 per cent	t	ı	1	t	П	42	1	ſ	-	0.5	42	0.2
100 per cent	26	5,901	11	3,011	4	1,727	ŧ	ı	41	22.3	10,639	46.1
Changes during term of agreement	7	833	М	099	2	49		ŧ	12	6.5	1,542	6.7
Not specified	2	379	Н	13	H	328	1	ı	4.	2.2	720	3.1
Other			1	ŧ	Н	23	1	g.	1	0.5	23	0.1
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0
						The state of the s	-	The second secon			and the second second	-

TABLE 38

EMPLOYER CONTRIBUTIONS TO BASIC MEDICAL AND SURGICAL INSURANCE PLANS
UNDER ONDER ONTARIO MUNICIPAL AGREEMENTS

					, active					TC	TOTAL	
PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE	FFICE	OFF	OFFICE	NON-C	NON-UFFICE \$ OFFICE	PROFESSIONAL	SIONAL	AGREI	AGREEMENTS	HMPLOYEES	(EES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	9	119	П	20	1		1	t	7	3.8	139	9.0
50 per cent	4	18	1	ı	ı	1	1	E	4	2.2	18	0.1
60 per cent	П	7	1	r	2	119	ı	t	3	1.6	126	0.5
65 per cent	2	52	1	1	-	190	ī	t	23	1.6	242	1.0
66-2/3 per cent	26	3,526	15	1,520	13	2,517	2	152	98	46.7	7,715	33.4
75 per cent	10	757	4	131	2	133	t	t	16	8.7	1,021	4.4
80 per cent	2	294	Н	09	_	183	ŗ	t	4	2.2	537	2.3
85 per cent	2	276	1	ţ	ī	r	£	t	2	1.1	276	1.2
90 per cent	П	99	ε	t	ī	t	I	t	П	0.5	99	0,3
94 per cent	1	ı	ŧ	t	1	42	1	į.	П	0.5	42	0.2
100 per cent	26	2,901	11	3,011	4	1,727	ı	ı	41	22.3	10,639	46.1
Changes during term of agreement	9.	81.7	23	099	2	49	t	r	11	0.9	1,526	9.9
Not specified	2	379		13	1	328	1	t	4	2.2	720	3.1
Other	1	ı	1	ı	П	23	Ē	£ .	rel .	0.5	23	0.1
Total	118	12,212	36	5,415	28	5,311	. 7	152	184	100.0	23,090	100.0

TABLE 39

FAPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS
UNDER ONTERIO MUNICIPAL AGREEMENTS

					l ion					TOTAL	IAL	
PER CENT OF PREMIUMS CONTRIBUTED	NON-OFFICE	FICE	OFFICE	ICE	NON-OFFICE & OFFICE	TICE	PROFESSIONAL	SIONAL	AGRE	AGREEMENTS	EMPLOYEES	ÆES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	%	No.	0/0
No provision	31	966	4	65	9	112	t	ı	41	22.3	1,173	5.1
50 per cent	11	2,397	ĽΩ	1,087	ī	ŧ	1	ı	16	8.7	3,484	15.1
60 per cent	-	00	f	1	Т	107	1	ı	2	1.1	115	0.5
66-2/3 per cent	33	2,242	13	1,187	00	2,420	2	152	95	30.4	6,001	26.0
75 per cent	7	480	2	91	23	274	1	1	12	6.5	845	3.7
80 per cent	2	29.4	Н	09	1	183	1	ı	4	2.2	537	2.3
85 per cent	2	276	t	1	П	42	1	Ł	3	1.6	318	1.4
90 per cent		99	t	ţ	t	\$	š.	ŧ	1	0.5	99	0.3
100 per cent	18	4,551	6	2,568	23	1,705	1	ı	30	16.3	8,824	38.2
Changes during term of agreement	9	321	2	357	2	49	1	t	10	5,4	727	3.1
Not specified	9	581	t	ţ	2	360	ı	1	00	4.3	941	4.1
Other	•	ŧ	t	ı	г	29		1	ਜ਼	0.5	59	0.3
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0
												-

ANCUNT OF BENEFITS PROVIDED IN LIFE INSURANCE PLANS UNDER ONTARIO MUNICIPAL AGREMENTS

					NON-OFFICE	FETCE				TOT	TOTAL	
AMOUNT OF BENEFITS	NON-O	NON-OFFICE	OFF	OFFICE	G OFFICE	FICE	PROFESSIONAL	SIONAL	AGREI	AGREEMENTS	PMPLOYEES	EES
	Agrts.	Empls.	Agrts.	Empls.	Agrts,	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	31	966	4	65	9	112	ŧ	ſ	41	22.3	1,173	5.1
2,000 dollars	3	3,728	2	2,270	23	3,572	2	152	10	5.4	9,722	42.1
3,000 dollars	2	22	1	t	ı	1	ı	į	2	1.1	22	0.1
4,000 dollars	2	257	1	ı	ı	t	ŧ	ı	2	1.1	257	1.1
5,000 dollars	10	306	2	75	П	73	ŧ	ı	13	7.1	454	2.0
6,000 dollars	52	134	1	40	1	E.	t	ı	9	3,3	174	8*0
7,000 dollars	1	32	t	t	1	t	ı	ı	1	0.5	32	0.1
7,500 dollars	2	153	ı	t	ī	t	t	t	2	1.1	153	0.7
8,000 dollars	1	ı	Н	9	H	29	1	ţ	2	1.1	65	0.3
10,000 dollars	r.	55	2	28	2	39	, R	1	6	4.9	122	0.5
Varies with income	12	2,077	00	1,122	2	302	1	ŧ	22	12.0	3,501	15.2
Varies with income and sex	1	ı	Н	303	П	183	1	E	2	1.1	486	2.1
Not specified	45	4,452	15	1,506	. 12	971	1	1	72	39.1	6,929	30.0
Total	118	12,212	36	5,415	28	5,311	2	152	184	100.0	23,090	100.0

TABLE 41
PENSION PLANS UNDER ONTARIO MUNICIPAL AGREBMENTS

										10	TOTO	
FINANCING ARRANGEMENT	O-NON-O	NON-OFFICE	OFFICE	ICE	NON-OFFICE § OFFICE	FICE	PROFESSIONAL	TONAL	AGREE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Agrts, Empls, Agrts, Empls, Agrts, Empls, No, % No. %	Agrts.	Empls.	No.	0/0	No.	9/0
No provision	29	29 1,178	4	201	4	257	. 1	í	37	20.1	20.1 1,636 7.1	7.1
Contributory	80	80 10,505	27	27 4,928	24	5,054	2	152	133	72.3	72.3 20,639	89.4
Financing arrangement not specified	6 .	529	ľ	286	t :	£ .	1	1	14	14 7.6	815	815 3.5
Total	118	118 12,212	36	36 5,415	28	28 5,311	2	152	184	100.0	100.0 23,090 100.0	100.0







C52

COLLECTIVE BARGAINING PROVISIONS IN ONTARIO MUNICIPAL AGREEMENTS 1972





Research Branch
Ontario Ministry of Labour



- C52

COLLECTIVE BARGAINING PROVISIONS IN ONTARIO MUNICIPAL AGREEMENTS

Research Branch
Ontario Ministry of Labour
August 1972

Hon. Fernand Guindon, Minister.

R. D. Johnston, Deputy Minister.



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INTRODUCTION

This report is a statistical analysis of the principal provisions contained in Ontario Collective Agreements covering 23,600 full-time employees of municipal governments. The report consists of 2 parts.

PART I - WORKING CONDITIONS

Part I consists of 42 tables. The first 6 tables give information on the geographical distribution of municipal contracts, the unions that are party to them, their duration, and the sizes and types of bargaining unit to which they apply. The remaining tables classify the agreements and employee-coverage data for specific provisions by type of bargaining unit. These provisions include clauses concerned with union membership, check-off of union dues and other deductions, hours of work, and virtually all arrangements for remuneration above basic wage rates such as overtime compensation, shift premiums, paid time-off, and employer contributions to health, welfare and pension plans. Related provisions are grouped together in 8 separate sections identified in the Table of Contents.

The tables show the prevalence of major working conditions in terms of agreements and employees covered by 197 municipal contracts. The contracts include all those classified as local government collective agreements and on file in the Ministry of Labour's Collective Agreements Library when the data were compiled on June 30, 1972. Of these 197 agreements, 159 were current on that date and the remaining 38 were in various stages of renegotiation. (The Library endeavours to have on file all Ontario Collective Agreements.)

Regional and County Distribution

Central Ontario, with 43 contracts, has the greatest concentration of municipal agreements found in any of the 10 economic regions of the Province. These agreements apply to 12,200 employees, about 52 per cent of the coverage of the study. Almost 11,000 of the workers covered by them are found in York County (including Metropolitan Toronto).

Northeastern Ontario and Niagara regions rank second and third in terms of numbers of agreements analyzed, with 28 and

25 respectively. These agreements, however, apply to only 5.5 and 12.3 per cent of the employees. The number of agreements in the remaining 7 regions ranges from 19 in Lake St. Clair down to 9 in Georgian Bay, and the number of employees covered by them from 2,851 in Eastern Ontario to 131 in Georgian Bay.

Unions Representing Municipal Workers

More than four-fifths of the agreements analyzed are with the Canadian Union of Public Employees. These 169 contracts cover 22,806 employees, or more than 96 per cent of the total coverage. The remaining 28 agreements are distributed among 10 other unions, and 5 contracts is the largest number held by any of these unions.

Size of Bargaining Unit

Small bargaining units are a predominant feature of local government labour relations. About 64 per cent of the agreements (125) apply to units of fewer than 50 employees, but these units apply to only approximately 11 per cent of all employees included in the study. On the other hand, bargaining units of 200 employees or more account for 13 per cent of the agreements analyzed and cover 71 per cent of the employee total.

Type of Bargaining Unit

Four types of bargaining units are identified in the analysis according to the employees they cover: "Non-office", "Office", "Non-office and Office" and "Professional". Three contracts applying to foremen are included in the 126 non-office agreements, but the remaining 123 contracts in this category refer only to non-supervisory workers. In the 43 agreements classified as "Office" there are 2 that cover both office and professional employees.

The "Non-office" bargaining units apply to a smaller proportion of the 23,600 workers covered by the study than of the number of agreements analyzed, 53 per cent compared to 64 per cent. The "Office" agreements and those that include both non-office and office occupations apply to about the same proportion of employees.

Union Security

Some form of union membership requirement is contained in 53 per cent of the agreements. The union shop is the most prevalent; it occurs in 38 per cent of the contracts and affects 60 per cent of the total employees. Modified union shop and the maintenance of membership appear in 9 and 7 per cent of agreements respectively, but in terms of employees, a much larger proportion is affected by modified union-shop provisions.

Virtually all the agreements (193) include provisions for union dues check-off. Fifty-four of them also call for check-off of initiation fees and/or assessments. All except 17 of the employees are affected by union dues check-off. For 84 per cent of them the check-off is compulsory, and for 4 per cent it is voluntary.

Hours of Work

The 40 hour work week is the most prevalent established by municipal agreements. It occurs in 53 per cent of the contracts and covers 48 per cent of the employees. It applies predominantly to non-office employees, both those organized in bargaining units composed entirely of such workers and those that include office workers as well. The normal work week for employees in office and professional classifications ranges widely from 32 to 37-1/2 hours.

Overtime Compensation

For both office and non-office workers, pay at time and one-half the employee's regular wage rate is the most prevalent compensation specified for work in excess of normal daily hours. This rate appears in more than 80 per cent of the agreements, and applies to 76 per cent of the employees.

Shift Premiums

Premium pay is provided for second and third shifts in 51 and 53 per cent of the agreements, respectively. In terms of agreements, amounts of 15, 18 and 20 cents per hour are the most prevalent premiums paid for both shifts. They occur for the second shift in 15, 8 and 8 per cent of the contracts, respectively; and for the third shift, in 13, 10 and 11 per cent of the contracts.

Measured in terms of employees, the 20¢ premium applies to larger proportions than the 15¢ and 18¢ ones. For the second shift, 38 per cent of the employees receive the 20¢ premium, compared to 17 per cent who are entitled to an 18¢ one and 15 per cent who are entitled to a 15¢ one. The proportions for the third shift are 41, 19 and 7 per cent, respectively.

Pay Guarantees

Of the 2 pay guarantee provisions analyzed, call-back clauses are the more common. They appear in 85 per cent of the agreements, while reporting guarantees are included in only 29 per cent of them.

A minimum of 4 hours of work or pay is the most prevalent reporting guarantee. It occurs in 15 per cent of the agreements and covers 32 per cent of the total employees. A guarantee of 3 hours is specified in 5 per cent of the contracts covering 9 per cent of the employees. In 6 per cent of the contracts a guarantee of 2 hours is provided and applies to 3 per cent of the employees.

A minimum of 2 hours is the most frequent call-back guarantee provided. It appears in 39 per cent of the agreements covering 58 per cent of the employees. Time and one-half the employee's hourly wage rate is the most common single payment applicable to call-backs. It occurs in 16 per cent of the agreements and covers 26 per cent of the employees. In 33 per cent of the contracts, the employee receives the overtime rate that applies at the time he is called back.

Jury Duty Pay

Pay for working-time lost while serving on a jury is provided in 78 per cent of the agreements covering 94 per cent of the employees. The most common provisions calls for the employer to make up the difference between the employee's regular pay and the jury fees which he receives. This arrangement is found in 73 per cent of the agreements and applies to 90 per cent of the employees.

Paid Bereavement Leave

Paid absences due to death in an employee's family are provided in 94 per cent of the agreements representing 99 per cent

of the workers. A maximum allowance of 3 days is the most common practice. It occurs in 53 per cent of the contracts and applies to 70 per cent of the employees. In 19 per cent of the agreements, 3 days are allowed for the death of a member of the immediate family and one-half to 2 days for the death of other relatives. Seventeen agreements provide a basic 3-day leave and an additional 1 to 7 days of reasonable time if travel is required.

Paid Sick Leave

Paid sick leave provisions are contained in 97 per cent of the agreements, and cover all but 0.2 per cent of the employees. An annual allowance of 18 days is the most prevalent practice in those agreements which specify the amount of sick leave that is granted. This provisions occurs in 70 per cent of the contracts, and applies to 89 per cent of the employees.

Accumulation of sick leave credits is specifically provided for in 163 agreements. Of the remaining 34 agreements, data were not available for 22, and 12 either did not contain paid sick leave provisions or did not provide for accumulation.

Of the 163 agreements that specifically provide for sick leave accumulation, 97 do not place any limits on the number of days that can be carried over from year to year. Sixty-three contracts, however, limit the total amount that can be accrued.

In 141 agreements it specifies that employees will be paid for unused sick leave when their employment is terminated for reasons other than retirement. In 124 of these agreements the payment is made for one-half of the employee's accrued sick leave, and is calculated on his wage rate at termination.

Payment for unused sick leave on retirement is specified in 119 agreements. In 85 of these contracts the retiring employee receives cash for one-half of his accumulated sick leave, and in 23 agreements the employee is paid for his unused sick leave.

Paid Holidays

All employees in the study are covered by paid holiday provisions. Seventy-seven per cent of them, covered by 59 per cent of the agreements, receive pay for 11 full holidays. Agreements specifying 10 paid holidays account for 19 per cent of the total number of contracts, and apply to 5 per cent of the employees.

Time and one-half the regular rate of pay in addition to holiday pay is the most prevalent compensation provided for holiday work. This rate appears in 53 per cent of the agreements, and covers 52 per cent of the employees. Double time plus holiday pay occurs in 24 per cent of the agreements and is paid to 16 per cent of the employees. Three per cent of the agreements, covering less than 1 per cent of the employees, provide for straight time plus holiday pay. None of the other arrangements reported are found in more than 5 contracts.

Paid Vacations

Paid vacations are provided by all the agreements analyzed. A maximum vacation of 3 weeks appears in 4 per cent (7), 4 weeks in 40 per cent (79), and 5 weeks in 53 per cent (105) of the agreements. Two contracts grant a maximum of 6 weeks, and 1 a maximum of 7 weeks.

The most common qualifying period for a 2-week vacation is 1 year and it affects 98 per cent of the employees. For 1 per cent of the employees the qualifying period is less than 1 year, and for 1 per cent of them the qualifying period is 2 years.

All the agreements provide for a 3-week vacation, and the maximum qualifying period is 15 years. The most prevalent qualifying period is 5 years, after which 68 per cent of the workers earn a 3-week vacation. Four per cent of the employees qualify after 4 years, 2 per cent after 6 years, 8 per cent after 7 years, and 1 per cent after 8 years. The minimum qualifying period for a 3-week vacation is 1 year, but it appears in only 3 agreements affecting 165 workers.

A 4-week vacation is allowed in 96 per cent of the agreements covering all but 0.2 per cent of the employees in the study. The principal qualifying period is 15 years, found in 58 per cent of the contracts and affecting 76 per cent of the workers. A 4-week vacation is granted after 18 years of service to 2 per cent of the employees covered by 6 per cent of the contracts, and to 1 per cent of the employees covered by 7 per cent of the contracts after 20 years. The minimum qualifying period for a 4-week vacation is 10 years, and it appears in 8 agreements covering about 400 workers.

Fifty-six per cent of the agreements covering 89 per cent of the workers provide a 5-week vacation. The predominant practice is to grant 5 weeks after 25 years of service. Such a provision is found in 36 per cent of the agreements affecting 77 per cent of the employees.

Health, Insurance and Pension Plans

Basic hospital, medical and surgical insurance plans are included in more than 99 per cent of the agreements and apply to all but 0.1 per cent of the employees. For 84 per cent of the employees represented by 52 per cent of the agreements, the employer pays 100 per cent of the premiums for the plan. In 11 per cent of the agreements involving 4 per cent of the workers, the employer pays 75 per cent of the premiums.

Life insurance plans are provided in 86 per cent of the agreements and apply to 98 per cent of the employees. In 36 per cent of the agreements affecting 52 per cent of the employees, 100 per cent of the plan premiums is paid by the employer. In 13 per cent of the contracts which apply to 18 per cent of the employees, two-thirds of the premium is contributed by the employer. Ten per cent of the contracts covering 3 per cent of the employees call for the employer to pay 75 per cent of the premium. In 4 per cent of the contracts covering 8 per cent of the employees, both parties contribute equally to the cost of the insurance plan.

Pension plans are found in 80 per cent of the agreements covering 94 per cent of the workers. Seventy per cent of the agreements stipulate that the employer and the employee will share the cost of the retirement benefits. In 9 per cent of them the financing arrangement is not specified.

PART II - WAGES

Part II of the report consists of one table showing the rates of pay provided for two occupations - labourer and clerk-typist. These are the basic non-office and clerical classifications most commonly found in municipal agreements. The agreements from which the rates were taken are listed alphabetically, by the names of the municipalities concerned, and are arranged by the ten economic regions of Ontario.

The wage rates were obtained from 162 agreements. Of these, 139 were current and 23 were being renegotiated when the wage data were compiled in August of 1972. For the 139 current agreements, the rates in effect on June 30, 1972 or later were reported. For the 23 agreements under renegotiation, only the final rates provided when these agreements expired have been reported. The number of agreements analyzed in Part II and the information on whether or not they are current varies from the

similar data shown for Part I because not all of the analyzed contracts specified the occupations selected.

For each of the occupations specified, the table shows the minimum and maximum or single wage rates paid after the probationary period on an hourly, weekly, monthly or yearly basis. Where a single rate occurs, it is shown in the column marked "MAXIMUM". The effective date for each rate is given and the date entered in the last column of the table is the termination date of the contract.

The report was prepared in the Ministry of Labour, Research Branch by Agnes Gesing, assisted by Frederic W. Groom, George C. Cameron, Thomas Ritchie and Susan Markell under the general direction of Lenard Haywood.

PART I

WORKING CONDITIONS



SECTION 1

DISTRIBUTION OF AGREEMENTS BY LOCATION, UNION, DURATION, EXPIRY DATE AND BARGAINING UNIT SIZE AND TYPE

TABLE, I RETONAL AND COUNTY DESTREMENTED OF OXEARED MUNICIPAL, WHA PHENES

	EMPLOYEES	: * · · · · · · · · · · · · · · · · · ·	12.2		8:0				2.2	9 0.1				0.0			6 51 6		0 1.4				0 12.3			1 3.0		
IOT.M.	EMP	No.	2,851	2,184	414	14	74	135	530	29	155	26	1300	507	50	4(17 186	01671	340	72	10 00	TO,986	2,910	121	30%	701	1,40	36
	AGREEMENTS	e ^	9.5	4.2	1.0	0.0	2.0	1.0	8.6	1.0	2.5	0.5	0.5	7.5	1.5	0.5	21.0	6.17	4.2	3.0	3.0	11./	12.7	-	1 ° C	5.1	3.6	1.5
	AGREI	No.	18	00	7		4	2	17	2	S		7	2	3	-	A 7	7	∞	9	9 (57	25	C	7 1	10	7	3
NON OFFICE	AND	Limp I s.	2,152	1,891	247	17	F 1	1	26		ı	26	1	1 1		1	104	104	1	164	ı	1	1,182		1	469	713	1
JUN	A OT	Agrts.	41	2	1	1 -	4 1	1		,	ł	1	í	ı	1 1	1	t	0	1	3	1	1	4		l	2	2	ı
	PROFESSIONAL	tamp1s.	152	152	1	1	1 1	,	+ 1	1	1	1	1	(1 1	1		. 1	1	1	1	1	1		I	1 (1	1
	PROFE	Agrts.	71	2	e e	1	1 1	ı	1.1	1	1	ı	1	1				- 1	1	ł	t	ŧ	1		1	1 1	1	1
	OFFICE	finpls.	123	26) #)	F	1 1	09	120,		52	3 1	t	09	1 0	0 1		4,977	82	235	24	4,636	327		64	99) I	115
	OFI	Agrts.	4	0	3 1	I	1 -		4			3 1	1	1	1 +			13	C	ı ←	-	6	ις	ŀ	1	1	4	T
	NON-OFFICE	Empls.	424	L/ O	167	30	1 1 7	75	384	AL COLOR	103	COT	1.3	149	ထင္	747	2	7,045	250	376	117	6,344	1,401		99	209	103	250
	NON-C	Agrts.	00	C	a —	-	1 1	o ⊢	12	water C	7 1	O 1	-	2	₩ (7	-	27	7	0 0	1 1/2	14	16	-marketine	П	2	0 11	00
	ECONOMIC REGION AND	CARNI	Eastern Ontario		Carleton	Leeds	Prescott	Renfrew Stormont	Lake Ontario		Durham	Hastings	Mariburton Nonthumborland	Not tildillet falk	Prince Edward	Victoria	Iwo or more countles	Central Ontario		Halton	Unitario Deel	York	Niagara	11468616	Brant	Lincoln	Welland	Wentworth

ECONOMIC DECTON AND	The state of the s				and the same of th		NON-OFFICE	FICE			TOTAL	
COUNTY AND	NON-	NON-OFFICE	OFF	OFFICE	PROFE	PROFESSIONAL	OFFICE	CE_	AGRE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0,0
Lake Erie	10	769	13	370	.]	F 10	4	1	13	6.6	1.139	4.8
Elgin	C1.	20	-	30	,	1	1		1 1	-	00	
Oxford	9 2	661		310	ı	1	ı	1	7 0	3.6	971	4.1
Take St Clair	,	3	-1	000	,	,	ı	ı	2	1.5	88	0.4
ranc or, clail	14	644	7	18	+1	ı	2	369	19	9.7	1,031	4.4
Essex	0,	447	2	18	1	1	23	369	14	7.2	834	3.6
Lambton	3 K)	74	()		f - I	1 ;	1 1	1 1	2 5	1.0	123	0.5
Midwestern Ontario	10	528	13	194	+	11	į l	1	13	9.9	722	3.0
Perth Waterloo	П У	50		43	f	1	t		2	1.0	93	0.4
Wellington	M	148		48	1 1	1 1	1 1	1 1	7 4	3.6	433	1.8
Georgian Bay	7	107	ΗI	91	- 1	()		18	6	4.5	131	9.0
Bruce		16	1	ı	1	1	1 -	1	-	0.5	16	0.1
Parry Sound		32	·	9	()	1 1	- :	18	7 7	1.0	50	0.2
STIICOE	4	47	1	1	ı	1	1	1	4	2.0	47	0.2
Northeastern Ontario	15	755	9	248	()	el	7	288	28	14.2	1,291	5.5
Algoma	7 7	191	-10	90	1		П	27	4	2.0	308	1,3
Nipissing	ונ	1770	7	000			2 6	72	7 (3.6	228	1.0
Sudbury Timiskaming	6 -1	396	ω 1	122	1 1	1 1]	001	13	0.0	527	2.2
Lakehead-Northwestern Ontario	11	501	2	157	11	,)	4 101	149	12	0.0	807	3.4
Kenora	100	35	1	1	ı	1	2	112	2	2.5	147	9 0
Kalny Kiver Thunder Bav	2 0	52		7	1	4	₩.	37	4	2.0	96	0.4
	1	† † † † † † † † † † † † † † † † † † †	7	ОСТ	1	ı	1	(m	1.5	564	2.4
Total	126	12,558	43	6,540	2	152	26	4.348	197 1	100 0	27 509 100 0	
										0.00	1,050,00 I	0.00

TABLE 2

UNIONS REPRESENTING EMPLOYEES UNDER ONTARIO MUNICIPAL AGREDMENTS

							NON-OFFICE	FICE		10	TOTAL	
NOLNI	NON-0	NON-OFFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	OFFICE	ICE	AGREE	AGREEMENTS	EMPLOYEES	YEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	6/0	No.	0/0
Canadian Operating Engineers	П	63	ı	'	1	1	1	ı	\vdash	0.5	63	0.3
Civic Institute of Professional Personnel		ı	t	ı	2	152	1	ı	2	1.0	152	0.7
Civil Service Association of Ontario	2	56	ı	1	ı	ı	↔	144	М	1.5	170	0.7
Electrical Workers (IBEW)	4	25	1	1	1	ı	H	32	5	2.6	57	0.2
Electrical Workers (UE)	2	67	1	ı	1	r	1	ı	2	1.0	29	0.3
International Operating Engineers	м	118	1	1	1	ı	1	ı	2	1.5	118	0.5
Labourers	2	32	1	ı	1	ŧ	ı	1	2	1.0	32	0.1
Office Employees	1	1	\vdash	09	1	1	ı	t	П	0.5	09	0.3
Public Employees	104	12,157	41	6,477	ı	ı	24	4,172	169	85.8	22,806	9.96
Retail Wholesale Employees	3	25	П	2	ı	1	1	1	4	2.0	28	0.1
Teamsters	rv	45	ı	ı	1	1	t	ı	2	2.6	45	0.2
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

 $\overline{\text{TABLE 3}}$ DURATION OF ONTARIO MUNICIPAL AGREEMENTS

							NON-0	NON-OFFICE		T	TOTAL	
DURATION	NON-(NON-OFFICE	OFF	OFFICE	PROFES	PROFESSIONAL	OFI	OFFICE	AGRE	AGREEMENTS	EMPLO	EMPLOYEES
	Agrts,	Empls.	Agrts,	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	6/0	No.	9/0
One year	7	312		39		1	2	277	12	6.1	628	2.7
Between one and two years	17	614	23	388	ı	1	1	1	20	10.1	1,002	4.2
Two years	94	11,247	32	5,867	2	152	22	4,007	150	76.1	21,273	90.1
Between two and three years	r2	124	2	14	t	t	ı	ı	7	3.6	138	9.0
Three years	23	261	3	232	1	1	2	64	00	4.1	557	2.4
Total	126	12,558	43	6,540	2	152	26	4,348	197	197 100.0	23,598 100.0	100.0

 $\overline{\text{TABLE }4}$ MONTH AND YEAR OF EXPIRATION OF ONTARIO MUNICIPAL AGREEMENTS

										I	TOTAL	
MONTH	19	1971	1972	72	15	1973	1974	74	AGRE	AGREEMENTS	EMPL(EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
January	1	ı	М	59	15	1,944	τν	186	23	11.6	2,189	9.3
February	1	1	2	101	10	223	4	267	16	8.1	591	2.5
March	—	32	Ŋ	174	00	311	2	312	16	8.1	829	3.5
April	1	1	5	137	2	16	r	1		3.6	153	9.0
May	1	1	33	133	2	176	ı		00	4.1	309	1.3
June	1	ı	1	ı	9	121	П	73	7	3.6	194	0.8
July	1	1	П	16	ı	1	ŧ	1		0.5	16	0.1
August	•	ı	Н	17	1	20	1	1	2	1.0	29	0.3
September	1	ı	1	27	9	273	ı	1	7	3.6	300	1.3
October	1	1	4	351	ı	1	1	1	4	2.1	351	1.5
November	1	ŧ	1	1.	Π	43	ı	1	\vdash	0.5	43	0.2
December	19	3,567	49	3,749	37	11,240	1	ı	105	53.2	18,556	78.6
Tota1	20	3,599	74	4,764	91	14,397	12	838	197	100.0	23,598	100.0

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 $\frac{\mathrm{TABLE} \ 5}{\mathrm{SIZE} \ \mathrm{OF} \ \mathrm{BARGAINING} \ \mathrm{UNITS} \ \mathrm{COVERED} \ \mathrm{BY} \ \mathrm{ONTARIO} \ \mathrm{MUNICIPAL} \ \mathrm{AGREDMENTS}$

							NON-O	NON-OFFICE		I	TOTAL	
SIZE OF BARGAINING UNIT	NON-O	NON-OFFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	A OFF	AND OFFICE	AGRE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
Under 25 employees	26	595	13	120	1	ı	00	105	77	39.1	820	3.5
25 - 49 employees	32	1,107	11	402	ı	ı	2	152	48	24.4	1,661	7.0
50 - 99 employees	16	1,076	00	557	2	152	N	342	31	15.8	2,127	0.6
100 - 199 employees	6	1,347	r.C	586	ı	ı	2	282	16	8.1	2,215	9.4
200 - 499 employees	7	2,340	4	1,260	t	ı	3	917	14	7.1	4,517	19.1
500 - 999 employees	4	2,254	1	ı	1	ı	2	1,350	9	3.0	3,604	15.3
1,000 - 1,999 employees	П	1,839	2	3,615	ı	ı	Н	1,200	4	2.0	6,654	28.2
2,000 - 4,999 employees	П	2,000	1	t	1	t	1	,	\vdash	0.5	2,000	8.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

 $\frac{\text{TABLE } 6}{\text{TYPE OF BARGAINING UNIT COVERED BY ONTARIO MUNICIPAL AGREBMENTS}}$

TYPE OF BARGAINING	AGREEMENTS		EMPLOYEES	
UNIT	No.	6/9	No.	0/0
Non-office employees	126	64.0	12,558	53.2
Office employees	43	21.8	6,540	27.7
Professional employees	2	1,0	152	0.7
Non-office and office employees	26	13.2	4,348	18.4
Total	197	100.0	23,598	100.0

UNION SECURITY



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UXION MEMBERSHIP REQUIREMENTS UNDER ONTARIO MUNICIPAL ACREEMENTS

							NON-0	NON-OFFICE		TC	TOTAL	
MEMBERSHIP REQUIREMENTS	NON-O	NON-OFFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	OFF	OFFICE	AGREE	GREEMENTS	EMPLO	EMPLOYEES
	Agrts.	Agrts. Empls.	Agrts. Empls.	Empls.	Agrts. Empls.	Empls.	Agrts.	Agrts. Empls.	No.	No. %	No.	0/0
No provision	59	2,984	19	930	4		14	3,125	92	92 46.7	7,039 29.8	29.8
Union shop ¹	45	8,126	18	4,945	t	ı	11	926	74	37.6	14,047	59.5
Modified union shop ²	10	1,151	4	609	2	152	₩	247	17	8.6	2,159	9.2
Maintenance of membership ³	11	265	2	92	t	i	ł	1	13	9.9	321	1.4
Other	П	32	ı	1	1	í	1	1	1	0.5	32	0.1
Tota1	126	12,558	43	6,540	2	152	26	4,348	197	197 100.0	23,598 100.0	100.0
							The contract of the second of the contract of					-

1 - A union shop requires all employees to become members of the union within a specified time and to remain members as a condition of continued employment.

- A modified union shop is the same as union shop except that certain groups or classes of employees may be exempted, most commonly employees hired before a specified date or those who were not members at the time the agreement took effect.

3 - Under a maintenance of membership provision present employees who are members of the union at a specified time must remain members for the duration of the agreement, present employees who are not members are not required to join the union, new employees need not join but if they do they must maintain their membership as a condition of continued employment.

CABLE S

CHECK-OFF PROVISIONS UNDER ONTARIO MUNICIPAL AGREDATIVIS

							NON-C	NON-OFFICE			TOTAL	
TYPE OF PAYMENT	NON-C	NON-OFFICE	OFF	OFFICE	PROFES	PROFESSIONAL	A GE	AND	AGREE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Emp1s.	Agrts.	Agrts. Empls.	Agrts.	Empls.	Agrts.	Empls.	9.	00	No.	0.0
No provision	24	14	∺	23	,	1	'	1	4	2.0	17	0.1
Dues check-off only	89	5,070	25	1,776	2	152	23	3,652	139	9.07	10,650	45.1
Dues and initiation fees	6	1,236	ľ	294	,	,	1	325	15	7.6	1,855	7.9
Dues and assessments	17	5,805	6	4,242	1	1	2	371	28	14.2	10,418	44.1
Dues, initiation fees, and assessments	∞	433	2	7.5	ı		,	t	10	5.1	809	2.6
Other	1	ı	П	20	1		1	,	7	0.5	50	0.2
Total	126	12,558	43	6,540	2	152	26	4,348	197	197 100.0	23,598 100.0	100.0

Check-off is the arrangement whereby the employer regularly deducts from employees wages, union dues and other financial obligations to the union and remits the amounts to the union.

AUTHORIZATION* FOR DUES CHECK-OFF UNDER ONTARIO MUNICIPAL AGREPMENTS TABLE 9

							NON-0	NON-OFFICE		E.	TOTAL	
T"E OF AUT, ORIZATION	-NON	NON-OFFICE	OFF	OFFICE	PROFESSIONAL	SIONAL	AHO OH	AND OFFICE	AGREI	AGREEMENTS	BwbL	EMPLOYEES
	Agrts.	Erris.	Agrts.	Agrts. Egls.	Agrts.	Erils.	Arts.	Arts. E. 1s.	No.	6/0	Nc.	0/0
We provision for dues check-off	22	14	1	23	1	1)	3	4	2.0	17	0,1
Compulsory for all employees	111	11,728	36	6,248	1	ı	16	1,892	163	82.8	19,868	84.2
Voluntary for all employees	9	629	2	112	ı	1	23	126	11	5.6	877	3.7
Modified-compulsory	9	177	53	127	2	152	9	2,303	17	8.6	2,759	11.7
Other	ı	1	Н	20	1	,	1	27	2	1.0	77	0.3
Tota1	126	12,558	43	6,540	2	152	26	4,348	197	197 100.0	23,598 100.0	100.0
And the second s												

Authorization for dues check-off was classified into three types:

[] compulsory, where the employer is required to deduct union dues from the employees' wages without prior authorization from them, or where employees are required to authorize the employer to make such deductions; (2) voluntary, where employees may or may not authorize the employer to deduct union dues from their wages; and (5) medicide-compulsory, cre union dues deductions are compulsory for some of the employees in the bargaining unit and voluntary for others.

HOURS OF WORK AND OVERTIME



TABLE 10

STANDARD DAILY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS

							NON-C	NON-OFFICE			TOTAL	
NUMBER OF HOURS	-NON	NON-OFFICE	OFF	OFFICE	PROFES	PROFESSIONAL	OF	OFFICE	AGRE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
7 hours	ı	ı	19	1,276	1	ŧ	ı	1	19	9.7	1,276	5.4
7½ hours	2	34	П	24	1	1	ı	t	23	1.5	58	0.2
8 hours	86	10,193	1	1	1	1	Н	27	66	50.3	10,220	43.3
8½ hours	1	4	1	ı	1	1	1	í	-	0.5	4	0.0
9 hours	7	111	1	1	1	ı	1	ı	7	3.6	111	0.5
Varies for different groups of employees	14	2,119	21	5,192	1	1	22	2,416	57	28.9	9,727	41.2
Varies for different seasons	\vdash	3	1	9	2	152	ı	1	4	2.0	161	0.7
Number of hours per day not specified or cannot be determined	H	37	1		1	ı	ŧ	1	Н	0.5	37	0.2
Other	2	57	H	42	,	1	23	1,905	9	3.0	2,004	8,5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598 100.0	100.0

STANDARD OR AVERAGE WEEKLY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS TABLE 11

	TOTAL	AGREJEMENTS EMPLOYEES	C C
	NON-OFFICE	AND	
The second secon		PROFESSIONAL	A complete the property of the complete and the complete complete the complete the complete complete to the complete the complete to the compl
		OFFICE	
The state of the s		NON-OFFICE	
		NUMBER OF HOURS	

R OF HOURS	NON-OFFICE	OFFICE	PROFESSIONAL		AGREEMENTS	EMPLOYEES
	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	No.	%

	EMPLOYI		3.7
	AGREEMENTS	A the state of the	
CLAV	OFFICE	makes and control of the second state of the s	
	PROFESSIONAL	a marginary (Add Statement Statement or Articles of Articles or Ar	
	OFFICE		
	NON-OFFICE		

36.3

8,565

25.9 1.5 2.0

51

2,416

0.5

0.7

48.2

53.3

27

1,276 500 11,378

9.7

119

1,276

11,351

104

34

37½ hours

35 hours

40 hours

42 hours

42½ hours

45 hours 55 hours

44 hours

0.0 0.2 0.5 0.2

> 111 37

0.1

0.5 0.5 8.2

1,947 158

1,905

152

9 42

5,192

21

957

00

Varies for different seasons

Other

Varies for different groups

of employees

37

47 111 23,598 100.0

100.0

197

4,348

26

7

6,540

43

12,558

126

Total

	4	2

TABLE 12

COMPENSATION FOR WORK AFTER SCHEDULED DAILY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS

A LYATTAN							NON-OFF	NON-OFFICE			TOTAL	
AMOUNI OF COMPENSATION	NON-C	NON-OFFICE	OFF	OFFICE	PROFESSIONAL	SIONAL	AHO HHO	OFFICE	AGREI	GREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	11	941	11	355	~	152	20	43	27	13.7	1,491	6.3
Time and one-half	113	10,961	25	3,569	ı		20	3,458	158	80.3	17,988	
Equivalent time off or pay at time and one-half	2	929	12	575		,	ı	ı	N	2.5	1.231	
Time and one-half or pay at time and one-half	ı	1	М	107	1		1	ı	М	- L	101	
Compensation varies for different groups of employees	1	1	 1	1,934	ı	1	М	847	, 4	2.0	2,781	11.8
Total	126	12,558	43	6,540	2	152	26	4,348	197 100.0	0.001	23,598 100.0	0.00.0

TABLE 13

COMPENSATION FOR MORK AFTER SCHEDULED WEEKLY HOURS UNDER ONTARIO MUNICIPAL AGREEMENTS

							NON-OFFICE	FFICE)L	TOTAL	
AMOUNT OF COMPENSATION	NON-O	NON-OFFICE:	OFFICE	ICE	PROFESSIONAL	STONAL	AND	D CE	AGREE	AGREEMENTS	EMPLOYEES	YEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	6/0	No.	0/0
No provision	54	7,774	21	3,244	П	80	15	2,394	91	46.2	13,500	57.2
Straight time	₩	45	ı	1	1	1	1	ı	\vdash	0.5	45	0.2
Time and one-half	71	4,739	16	3,016	1	ı	∞	904	92	48.3	8,659	36.7
Varies for different groups of employees	1	1	Н	20	ı	ı	2	906	22	1.5	926	4.0
Equivalent time off	ť	ı	ı	ı	Н	64	ı	ı	₩	0.5	64	0.3
Equivalent time off or pay at time and one-half	•	1	\vdash	06	ı	1	ſ	1	\vdash	0.5	06	0.4
Time and one-half or pay at time and one-half	1	ı	23	137	ı	ı	1	1	23	1.5	137	9.0
Other	1	t	ᆏ	23	1	1		144	2	1.0	147	9.0
Total	126	12,558	43	6,540	2	152	26	4,348	197	197 100.0	23,598 100.0	100.0

TABLE 14

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON SATURDAY UNDER ONTARIO MUNICIPAL AGREBMENTS

							NON-O	NON-OFFICE		Ľ	TOTAL	
AMOUNT OF COMPENSATION	NON-(NON-OFFICE	OF	OFFICE	PROFESSIONAL	SIONAL	AN OFF	AND OFFICE	AGREE	AGREEMENTS	EMPLO	EMPLOYEES
	Agrts.	Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	No.	0/0	No.	0/0
No provision	64	8,446	23	1,246	2	152	13	3,205	102	51.8	13,049 55.3	55.3
Time and one-half	26	3,429	17	4,865	ı	1	13	1,143	98	86 43.6	9,437	39.9
Double time	9	683	H	14	1	1	ı	ı	7	3.6	269	3.0
Equivalent time off or pay at time and one-half	ı	1	П	412	1	1		ı	Н	0.5	412	1.8
Time and one-half off or pay at time and one-half	1	1	H	3	1	1	1	ŧ	Н	0.5	М	0.0
Total	126	12.558	43	6.540	0	152	36	1 3/18	107	0	107 100 0 22 500 100 0	000

TABLE 15

COMPENSATION FOR WORK NOT REGILARLY SCHEDULED ON SUNDAY UNDER ONTARIO MUNICIPAL AGREEMENTS

							NON-OFFICE	FFICE		TC	TOTAL	
AMOUNT OF COMPENSATION	NON-C	NON-OFFICE	OFFICE	ICE	PROFES	PROFESSIONAL	OFF	AND OFFICE	AGREE	AGREEMENTS	EMPLC	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	lampls.	Agrts.	Empls.	No.	0/0	No.	0,0
No provision	35	6,845	17	716	2	. 152	9	578	09	30.5	8,291	35.1
Time and one-half	18	1,125	7	4,129	1	I	9	2,010	31	15.7	7,264	30.8
Double time	73	4,588	16	1,274	1	ı	12	1,069	101	51.3	6,931	29.4
Double time and one-half	i	1	Н	9	I	í	ı	(\vdash	0.5	9	0.0
Varies for different groups of employees	1	ı	ı	ı	ı	ı	2	691	2	1.0	691	2.9
Equivalent time off or pay at time and one-half	1	1	\vdash	412	ţ	ı	\$	ı	H	0.5	412	1.8
Double time off or pay at double time	t	ī	Н	м	1	ı	I	ı	Н	0.5	М	0.0
77.423	126	12.558	43	6.540	2	152	26	4.348	197	197 100.0	23,598 100.0	100.0

TABLE 16

							O-NON-O	NON-OFFICE		T	TOTAL	
AMOUNT OF COMPENSATION	NON-C	NON-OFFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	AND OFFICE	ICE	AGREE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	9/0	No.	0/0
No provision	91	5,438	34	1,501	2	152	18	3,640	145	73.6	10,731	45.5
Time and one-half	30	6,497	9	4,287	ı	ı	∞	708	44	22.4	11.492	48.7
Double time	4	323	Н	310	ı	1	ı	ı	ĽΩ	2.5	633	2.7
Equivalent time off or pay at time and one-half	ı	1	7	412	ı	f	1	1	-	5.0	412	1 7
Time and one-half off or pay at straight time	—	300	1	I	(ı	t	ı	+ +-	0,5	200	1 3
Time and one-half off or pay at time and one-half	ı	1	H	30	1	ŧ	t	1	\vdash	0.5	30	0.1
Total	126	12,558	43	6,540	2	152	26	4 348	107 100 0	000	24 700	000

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TABLE 17

COMPENSATION FOR WORK NOT REGULARLY SCHEDULED ON THE SEVENTH DAY UNDER ONTARIO MUNICIPAL AGREDMENTS

							NON-O	NON-OFFICE		T	TOTAL	
AMOUNT OF COMPENSATION	NON-OFFICE	FFICE	OFF	OFFICE	PROFESSIONAL	SIONAL	OFF	AND OFFICE	AGREI	AGREEMENTS	EMPLC	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Agrts. Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	94	5,602	34	1,501	2	152	17	3,555	147	74.6	10,810	45.8
Time and one-half	17	5,357	2	4,052	f	1	2	256	27	13.7	6,665	41.0
Double time	15	1,599	2	545	f	ı	4	537	21	10.7	2,681	11.4
Equivalent time off or pay at time and one-half	1	(П	412	1	ſ		1	1	0.5	412	1.7
Time and one-half off or pay at time and one-half		1	П	30	ı	ı	,	1	1	0.5	30	0.1
Total	126	12,558	43	6,540	2	152	26	4,348	197	197 100.0	23,598 100.0	100.0

PAYMENT FOR OR SUPPLY OF MEALS UNDER ONTARIO MUNICIPAL AGREEMENTS

							O-NON	NON-OFFICE			TOTAL	
AMOUNT OF PAYMENT	NON-OFFICE	FFICE	OFF	OFFICE	PROFES	PROFESSIONAL	OF	OFFICE	AGREE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	85	9,126	31	5,677	2	152	16	2,787	134	68.1	17,742	75.2
\$1.00 per meal	2	99	ł	i	1	ł	1	I	2	1.0	99	0.3
\$1.50 per meal	Ŋ	157	4	176	1	ì	23	746	12	6.1	1.079	4.6
\$1.75 per meal	2	56	t	1	ı	ŧ	9	ı	2	1.0	56	0.2
\$2.00 per meal	16	2,036	4	288	ı	t	М	724	23	11.7	3,348	14.2
\$2.25 per meal	ı	ı	ı	ı	1	1	+	30	+1	0.5	30	0.1
\$2.50 per meal	23	33	t	ı	1	F	2	24	ΓV	2.5	57	0.2
Meals paid, amount not specified	2	466	ı	ı	1	1	ı	ı	2	1.0	466	2.0
\$1.75 per meal paid or meal supplied	П	13	ı	ı	1	1	1	ì	-	0.5	13	0.1
\$2.00 per meal paid or meal supplied	4	121	H	35	1	1	1	t	rv	2.5	156	0.7
\$2.50 per meal paid or meal supplied	rel	11	ı	ı	ı	ı	ı	ı	1	0.5	11	0.0
Meals furnished by the employer	ľ	473	23	64	+	ı	₩	37	6	4.6	574	2.4
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598 1	100.0



SHIFT PREMIUMS



SECUND SHIFT PREMIUMS UNDER UNIARIO MUNICIPAL AGREEMENIS

NON-OFFICE TOTAL	JONAL AND AGREEMENTS EMPLOYEES	Empls. Agrts. Empls. No. % No. %		152 9 161 96 48.7 2,320 9.8		- 1 0.5 30 0.1	1 0.5 21 0.1	- 1 144 2 1.0 174 0.7	10 5,2 396 1.7	- 1 30 1 0.5 30 0.1	- 3 351 8 4.1 654 2.8		- 4 784 29 14.7 3,526 14.9	- 1 325 3 1.5 417 1.8	3 1,5 152 0.6	16 8.2 4,071 17.3	- 2 483 15 7.6 8,981 38.1	1 0.5 45 0.2		. 3 1,971 4 2.0 1,988 8.4	- 1 85 1 0.5 85 0.4	- 1 14 1 0.5 14 0.1	
	PROFESSIONAL	Agrts.		2		ı	1	1	1	1	,	1	1	1	1	\$	1	1		ı	ı		
	OFFICE	Empls.		696		1	1	1	1	ı	09	113	254	1	30	2,458	2,656	1		1	ı	ı	
	OF	Agrts.		28		1	1	1	1	1	1	Н	23	1		9	23	ı		1	1	1	
	NON-OFFICE	Empls.	,	1,038		30	21	30	396	ı	243	581	2,488	92	122	1,613	5,842	45		17		1	
	NON-C	Agrts.		57		Н	Н	П	10	í	4	4	22	2	2	. 10	10	1		1	1	t	
	AMOUNT OF PREMIUM			No provision	Cents per hour	4 cents	7 cents	9 cents	10 cents	11 cents	12 cents	14 cents	15 cents	16 cents	17 cents	18 cents	20 cents	25 cents	Per cent of wages	5 per cent	Varies for different groups of employees	Changes during the term of agreement	

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			EMPLOYEES	No. %
	TOTAL		AGREEMENTS	No. %
	NON-OFFICE	AND	OFFICE .	Agrts. Empls.
The second secon			PROFESSIONAL	Agrts. Empls.
			OFFICE	Agrts. Empls.
			NON-OFFICE	Agrts. Empls.
			AMOUNT OF PREMIUM	

TABLE 20

				M	NODE CHARACTER		O-NON-O	NON-OFFICE		TO	TOTAL	
AMOUNT OF PREMIUM	NON-C	NON-OFFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	OFI	OFFICE .	AGREEMENTS	MENTS	EMPLOYEES	YEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	54	973	28	696	2	152	∞	129	92	46.7	2,223	9.4
Cents per hour												
5 cents	1	1	,		1		П	32	Н	0.5	32	0.1
6 cents	-	30	1	1	ı	ı	I	ı	\vdash	0.5	30	0.1
7 cents	1	21	1	1	ı	(ı	4	T	0.5	21	0.1
9 cents	i	4	1	ŧ	i	ı	1	144	1	0.5	144	9.0
10 cents	22	64	1	ı	i	1	1	1	23	1.5	64	0.3
12 cents	2	143	1	1	1	1	2	301	4	2.0	444	1.9
14 cents	1	99	1	1	ſ	1	į	ŧ	\leftarrow	0.5	99	0.3
15 cents	21	1,372	2	175	ı	i	2	125	26	13.2	1,672	7.1
16 cents	ΓV	969	(1	1	1	3	1,014	00	4.1	1,710	7.2
17 cents	3	133	1	30	1	1	1	1	4	2.0	163	0.7

			1								
Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	
54	973	28	696	2	152	∞	129	85	46.7	2,223	6
ı	,	1	1	1	ı	1	32	1	0.5	32	0
-	30	,	ı	ı	ı	ı	1	-	0.5	30	0
1	21	1	1	ı	ſ	ı	ı	1	0.5	21	0
1	4	ı	ţ	ı	1	Н	144	\vdash	0.5	144	0
23	64	1	ı	ı	1	1	1	м	1.5	64	0
2	143	ı	ı	1	1	2	301	4	2.0	444	1
Н	99	1	ı	ı	ı	1	t	—	0.5	99	0
21	1,372	2	175	ı	ı	3	125	26	13.2	1,672	7
Ŋ	969	ı	1	1	ı	3	1,014	00	4.1	1,710	7
3	133	1	30	ı	1	ı	ı	4	2.0	163	0
14	1,915	9	2,458	1	t	1	ı	20	10.2	4,373	18
15	6,538	4	2,696	1	1	2	483	21	10.8	9,717	41
↔	310	1	113	1	ı	ı	ı	2	1.0	423	П
ы	271	1	66	1	ı	ı	ı	4	2.0	370	-
H	6	•	1	1	ı	1	ı	1	0.5	6	0

9.0

135

1.0

7

135

2

0.1

14

0.5

14

8.4

1,988

2.0

1,971

17

Varies for different groups of employees

Per cent of wages 5 per cent

18 cents 20 cents 21 cents 25 cents 30 cents Changes during the term of agreement

PAY GUARANTEES



TABLE 21

REPORTING PAY GUARANTEES UNDER ONTARIO MUNICIPAL AGREEMENTS

MINIMUM GUARANTEE NON-OFFICE OFFICE. Agrts. Empls. Agrts. Empls.		NON-OFFICE	OI	TOTAL
	PROFESSIONAL	OFFICE	AGREEMENTS	EMPLOYEES
	Agrts. Empls.	Agrts. Empls.	No.	No.

	The state of the s											
	Agrts.	Empls.	Agrts.	Agrts. Empls.	Agrts.	Empls.	Agrts.	Agrts. Empls.	No.	0/0	No.	0/0
No provision	78	3,717	41	6,496	2	152	19	2,247	140	71.1	12,612	53.4
½ hour of work or pay	Н	170	í	ī	1	1	1	1	\vdash	0.5	170	0.7
1 hour of work or pay	2	154	f	I	t	1	1	1	2	1.0	154	0.7
2 hours of work or pay	10	530	ī	ī	1	1	2	130	12	6.1	099	2.8
3 hours of work or pay	∞	2,069	ſ	ı	t	ŧ	1	14	6	4.6	2,083	8
4 hours of work or pay	23	5,625	2	44	t	ŧ	4	1,957	29	14.7	7,626	32.3
Graduated payments	Н	40	ı	ī	1	1	1	1	П	0.5	40	0.2
Other	М	253	ı	1	1	ı	ŧ	ı	33	1.5	253	1.1
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

Reporting pay provisions guarantee employees un amount of pay or hours of work if they report on schedule but no work is available or less than can be done in the guaranteed time.

							AND	3	and the same of th			-
MINIMUM GRANAVITIE	NON-NON-	NON-OFFICE	OFFICE	ICE:	PRATESSIONAL	TONAL.	OFFICE	DI DI	NGRI E	NGRI ENL'NI S	IMPL	STINOTHER
TOTAL DATE OF THE	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	60	No.	9/2
No provision	11	09	14	865	2	152	2	265	29	14.8	1,972	8.4
Minimum of 2 hours at straight time	2	46	g-ref	32		,	1	1	ю	1.5	78	0.3
Minimum of 3 hours at straight time	4	959							4	2.0	929	2.8
Minimum of 4 hours at straight time	H	30	H	06	1		H	12	М	1.5	132	0.6
Minimum of 2 hours at time and one-half	13	4,364	9	622	,		Н	325	20	10.2	5,311	22.5
Minimum of 3 hours at time and one-half	9	629	2	48	1		1	1	00	4.1	677	2.9
Winimum of 4 hours at time and one-half	⊢	38		1			2	65	М	1.5	103	0.4
Winimum of 1 hour at double time	,	,	Η	64	1		ı		\rightarrow	0.5	64	0.3
Minimum of 2 hours at straight time or actual hours worked at premium rate, whichever is greater	9	869	н	00	ı		2	1,891	6	4.6	2,597	11.0
Winimum of 3 hours at straight time or actual hours worked at greatur rate, whichever is greater	ru	1,007	2	159		,	,	1	7	3.6	1,166	4.9
Winimum of 4 hours at straight time or actual hours worked at premium rate, whichever is greater	7	399	2	124	1	1	2	59	11	5.6	282	2.5
For minimum of 2 hours, rate paid not specified	4	155			1		1	ı	4	2.0	155	0.7
For minimum of 4 hours, rate paid not specified	9	74	1	h	ı	ı	4	,	9	3.0	74	0.3
Minimum of 1 hour at applicable overtime rate	red	4	-	14	1	ı		,	2	1.0	18	0.1
Minimum of 1-1/2 hours at applicable overtime rate	2	21	1		,	1	1	1	2	1.0	21	0.1
Minimum of 2 hours at applicable overtime rate	30	1,457	00	4,069	,	,	r)	114	41	20.8	5,640	23.9
Minimum of 2-1/2 hours at applicable overtime rate	1	1			,	,	П	30	-	0.5	30	0.1
Minimum of 3 hours at applicable overtime rate	00	998	П	310	,	1	ιn	440	14	7.1	1,616	6.8
Minimum of 4 hours at applicable overtime rate	М	20	П	15	1	,		85	ĽΩ	2.5	150	9.0
	4	1 371		120			9	1.062		100	0	

ALLOWANCES FOR WORK CLOTHING OR UNIFORMS



TABLE 23

SUPPLY OF OR ALLOWANCES FOR WORK CLOTHING OR UNIFORMS UNDER ONTARIO MUNICIPAL AGREBATATS

							NON-0	NON-OFFICE		I	TOTAL	
PROVISION	NON-0	NON-OFFICE	OFFICE	ICE	PROFES	PROFESSIONAL	OFFICE	CE	AGREE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	9/0	No.	9/0
No provision	42	3,890	30	5,639	2	152	14	2,965	88	44.7	12,646	53.6
Supplied at no cost to employees	89	8,312	11	898	ı	,	6 .	782	88	44.7	9,962	42.2
Supplied at some cost to employees	ιΩ	143	1	ı	1	ı	1	ı	rv	2.5	143	9.0
Employer makes a monetary allowance	7	121	ı	1	1	ı	7	256	6	4.6	377	1.6
Initial work clothing supplied at no cost to employee, re- placements at some cost		5	r l	23	ı	,	ı	ı	2	1.0	00	0.0
Initial work clothing supplied at no cost to employee, monetary allowance provided for re- placements	H	45	1	30	1	1			2	1.0	75	0.3
Other	2	42	1	1	ı	,	П	345	23	1.5	387	1.7
lotal	126	12,558	43	6,540	2	152	26	4,348	197	197 100.0	23,598 100.0	100.0

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TABLE 24

${\tt MAINTENANCE}^{\bigstar} \ \, \text{OF OR ALLOWANCES FOR MAINTENANCE OF WORK CLOTHING OR UNIFORMS}$

							TA A TA					
PROVISION	NON-C	NON-OFFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	OFFICE	ICE	AGREE	AGREEMENTS	EMPLOYEES	YEES
	Agrts.	Empls.	Agrts.	Agrts. Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	86	7,918	41	6,465	2	152	24	4,304	165	83.8	18,839 79.8	79.8
Maintained at no cost to employees	26	4,575	2	75	ı		1	ı	28	14.2	4,650 19.7	19.7
Maintained at some cost to employees	H	51	1	1	1		2	44	23	1.5	95	0.4
Monetary allowance provided for maintenance of work clothing	П	14	1	ı	t	t	ı	1	-	0.5	14	0.1
Total	126	12.558	43	6.540	2	152	26	4,348	197	197 100.0	23,598 100.0	100.0

PAY FOR TIME NOT WORKED



TABLE 25

PAID REST PERIODS UNDER ONTARIO MUNICIPAL AGREDMENTS

							NON-0	NON-OFFICE			TOTAL	
MIMBER OF DAILY PERIODS AND DIRATION	O-NON	NON-OFFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	AN OFF	ANI)	AGRE	AGREEMENTS	IMPL	FAPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	- Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	47	5,180	17	2,850	7	152	12	2,572	78	39.6	10,754	45.6
1 period of 10 minutes	∺	30	t	f	ı	1	i,	ŧ		0.5	30	0.1
1 period of 15 minutes	Н	7	H	30	ı	ı	1	1	2	1.0	37	0.2
2 periods, 10 minutes each	35	4,602	5	1,842	1	ı	2	174	42	21.4	6,618	28.0
2 periods, 15 minutes each	36	1,805	18	1,391	ı	1	12	1,602	99	33.5	4,798	20.3
2 periods, duration varies for morning and afternoon	2	929	\vdash	412	1	I	ı	ı	23	1.5	1,068	4.5
2 periods, duration not specified	Н	4	\vdash	15	1	ſ		1	2	1.0	19	0.1
Periods and duration not specified	H	23	ı	ı	ı	ŧ	ı		⊣	0.5	23	0.1
Other	2	251	ı	ı	ı	ı	ı	1	2	1.0	251	1.1
			the state of the s									
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598 100.0	100.0

PAID CLEAN-UP OR CLOTHES CHANGING TIME UNDER ONTARIO MUNICIPAL AGREEMENTS TABLE 26

TOTAL

NON-OFFICE

DAILY TIME ALLOWANCE	NON-O	FFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	A O	AND	AGREE	AGREEMENTS	EMPLOYEES	(FES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	104	9,337	43	6,540	2	152	22	3,930	171	6.98	19,959	84.6
1 period of 5 minutes	4	1,930	ı	ı	f	1	1	20	ιΩ	2.5	1,980	8.3
1 period of 10 minutes	2	12	ı	1	t	1	1	ı	2	1.0	12	0.1
1 period of 15 minutes	₩	12	ı	1	1	1	1	1	П	0.5	12	0.1
2 periods, 5 minutes each	7	764	t	1	ı	1	3	368	10	5.1	1,132	4.8
2 periods, 10 minutes each	100	47	t	ı	1	ı	1	1	23	1.5	47	0.2
2 periods, 15 minutes each		45	ı	1	ı	1	1	1	₽	0.5	45	0.2
Periods and duration not specified	4	411	ı	1	1	1	1	1	4	2.0	411	1.7
Total	126	12,558	43	6,540	2	152	26	4,348	197	197 100.0	23,598 100.0	100.0

12,558

Total

TABLE 27

PAID JURY DUTY LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

			The same of the last of the la									
							NON-0	NON-OFFICE		T	TOTAL	
AMOUNT OF PAY	NON-(NON-OFFICE	OFF	OFFICE	PROFES	PROFESSIONAL	AN	AND OFFICE	AGREI	AGREEMENTS	EMPLO	EMPLOYEES
	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	No.	0/0	No.	0/0
No provision	27	871	6	294	i		7	161	43	43 21.9	1,326 5.6	5.6
Difference between regular pay and jury fees	92	10,984	32	6,126	2	152	18	4,043	144	73.1	21,305	90.3
Amount of pay not specified	4	632	2	120	1	ŧ	ı	1	9	3.0	752	
Other	23	71	1	ı	ı	ŧ	Η	144	4	2.0	215	0.9
Total	126	12,558	43	43 6,540	2	152	26	4,348	197	197 100.0	23,598 100.0	0.001

23,598 100.0

PAID BERLWINEN LIMI UNDER ONWERD WINIGHTE VORLEMENTS

İ	1.5	90	1.5	0.0	70.2	0.5	4.7	0.1	0.4	0.2	0.2	0.0	9.9	3.2	0.1	0.1	4.0	0.1	0.3	0.3	1,3	6.2
AL	DELOYLLS	No.	357	10	16,558 7	129	1,119	21	103	28	48	11	1,565	747	14	26	926	14	99	9	312	1,464
TOTAL	VI S	ಳಂ	5.6	0.5	53.4	1.0	3.0	1.0	1.0	1.0	1.5	0.5	14.8	1.5	0.5	0.5	1.5	0.5	0.5	0.5	5.1	6.1
	WIRLING VIS	No.	11	-	105	2	9	2	2	2	М	П	29	100	e-t	-	М	П	-		10	12
FIG	E E	Empls.	144	t	3,979	t		1	t	,	26		104	ı	ı	1	1	ı	1		15	80
IO-NON	OF FIG	Agrts.	1	1	20	1	1			,	П		м	1	,	1	,				1	7
	TANC	Empls,	,	,	1	,			,		1	1	1		1			,	1	,	152	1
	PROFESSIONAL	Agrts.	,	,	,		1	,	1	1	1	,	1	1	1	1	(r	,	1	2	1
	ь	Empls.	9	1	4,712	6	392	4	42	14		4	488	48	,		310	1	1	09	45	414
	OFFICE	Agrts.	H	ı	20	H	м	,	Н	₩		ı	00	H	ξ	ŧ	H	+	1	H	2	ю
	101	Empls.	207	10	7,867	120	727	21	61	24	22	11	973	669	14	26	626	14	99		100	970
	NON-OFFICE	Agrts.	6	-	65	П	70	2	1	Н	2	∺	19	2	₩	H	2	1	Н	1	ľ	00
	MAXIMUM MUMBER OF DAYS	ALLOMID	No provision	2 days	3 days	3 days basic with one additional day if travel involved	3 days basic with 2 additional days if travel involved	3 days basic with 3 additional days if travel involved	3 days basic with 4 additional days if travel involved	3 days basic with 5 additional days if travel involved	3 days basic with 7 additional days if travel involved	3 days for death in immediate family, 1/2 day for other relatives	3 days for death in immediate family, 1 day for other relatives	3 days for death in immediate family, 2 days for other relatives	5 days for death in immediate family, 3 days for other relatives	3 days for death in immediate family, 1 or 1/2 day for other relatives	3 days for death in immediate family, 2 or 1 day for other relatives	4 days for death in immediate family, 2 or 1 day for other relatives	4 days for death in immediate family, 3 or 1 day for other relatives	7 days for death in immediate family, 3 or 1 day for other relatives	Not specified	Other

TABLE 29

PAID ANNUAL SICK LEAVE UNDER ONTARIO MUNICIPAL AGREEMENTS

							NON-C	NON-OFFICE			TOTAL		
ANNUAL ALLOWANCE	NON-(NON-OFFICE	OFF	OFFICE	PROFESSIONAL	SIONAL	OFF	OFFICE	AGRE	AGREEMENTS	[BMP]	EMPLOYEES	1
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	9/0	
No paid sick leave plan	ro	50	H	23	1	1	1	1	9	3.0	53	0.2	
6 days	₩	Ŋ	ı	ı	ſ	ţ	ı	1	-	0.5	ΓV	0.0	
10 days	2	6	1	4	ı	ŧ	í	ı	2	1.0	6	0.0	
12 days	4	26	1	1	i	ě	t	ı	4	2.0	26	0.1	
15 days	2	44	1	7	2	152	23	207	00	4.1	410	1.7	
18 days	88	11,390	32	6,169	ı	I	17	3,499	138	70.1	21,058	89.3	.5
24 days	2	13	ı	ı	ı	1	ı	ł	2	1.0	13	0.1	
26 days	1	ı	1	ı	ı	ł	~	325	₩	0.5	325	1.4	
Varies with length of service	4	444	M	197	ı	t	1	ŧ	7	3.6	641	2.7	
Allowance made per sickness	4	127	1	20	ŧ	1	ı	i	2	2.5	177	0.8	
Allowance not specified	ı	1	1	32	ı	1	4	ı	₩	0.5	32	0.1	
Other	13	450	4	82	1	1	5	317	22	11.2	849	3.6	
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0	

TABLE 30

	TOTAL	AGREEMENTS EMPLOYEES	
CIPAL AGREEMENTS	NON-OFFICE	AND	
AXIMIM ACCUMULATION OF UNUSED SICK LEAVE UNDER ONTARIO MUNICIPAL AGREPMENTS		PROFESSIONAL	
ON OF UNUSED SICK LEA		OFFICE	
MAXIMUM ACCUMULATIO		NON-OFFICE	
		MAXIMUM ACCUMULATION ALLOWED	

. 7	EMPLOYEES	No.
TOTAL	AGREEMENTS	No. %
NON-OFFICE	OFFICE	Agrts. Empls.
	PROFESSIONAL	Agrts. Empls.
	OFFICE	Agrts. Empls.
	NON-OFFICE	Agrts. Empls.
	MAXIMUM ACCUMULATION ALLOWED	

	EMPLOYEES	No.
	AGREEMENTS	No.
AND	OFFICE	Agrts. Empls.
	PROFESSIONAL	Agrts. Empls.
	OFFICE	Agrts. Empls.
	NON-OFFICE	Agrts. Empls.
	MAXIMUM ACCUMULATION ALLOWED	

0.2

3.0

1.0 0.2

237

3.0 1.0 3.0 3.6 2.0

127 55 29 193 35 208 22

No paid sick leave plan Unused sick leave not

cumulative 60 - 89 days 120 - 149 days 150 - 179 days 180 - 209 days 210 - 239 days 240 - 269 days 270 - 299 days

90 - 119 days

0.5

248 115 1,023

9/ 55 80 184 0.1

29

1,0 1.0 2.5 4.6

13.3

78.8

18,590

49.3

97

2,576

6,108

30

9,754

Sick leave converted to cash at year end Unused sick leave converted

No limit specified

300 or more days

66

198

984

0.0

0.5

0.1 3.9

18

1.0

9

12

to paid vacation

Cther

461

918

11.2

381

23,598 100.0

100.0

197

4,348

26

152

6,547

43

12,558

126

Total

8.0

1,884

-	

TABLE 31

PAYMENT FOR UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT UNDER ONTARIO MUNICIPAL AGREEMENTS

NON-OFFICE

ממסידתו היי מיינים מונים מיינים מייני							V	ANID			70101	
PERCENT OF UNUSED ALLOWANCE PAID	NON-O	NON-OFFICE	OFF	OFFICE	PROFESSIONAL	SIONAL	OFF	OFFICE	AGRE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No paid sick leave plan	2	20	1	N	ı	į,		1	9	3.0	53	0 2
Plans not specifying payment for unused allowance	22	1,607	7	671	,		4	199	33	16.8	2.477	10.5
25 per cent	П	21	Н	12	t	1	ı	1	2	1.0	33	0.1
33-1/3 per cent	1	13	í	ı	ı	1	f	ę	<u> </u>	0.5	13	0.1
50 per cent	78	082,6	. 53	2,668	2	152	15	3,205	124	63.0	18,805	79.7
66-2/3 per cent	P	1	ı	1	1	ı	П	14		0.5	14	0.1
100 per cent	3	26	1	1	1	ı	ı	î	23	1.5	26	0.2
Varies with length of service	9	698	П	7	ı	1	2	681	6	4.6	1,386	5.9
Varies for different groups of employees	ı	I	ı	ı	1	1	H	30		0.5	30	0.1
Other	10	333	4	179	1	ı	2	219	17	8.6	731	3.1
Total	126	12,558	43	6,540	2	152	26	4,348	197	197 100.0	23,598	100.0

PAYMENT FOR UNUSED SICK LEAVE ON RETIREMENT UNDER ONTARIO MUNICIPAL AGREEMENTS TABLE 32

							NON-OFFICE	FFICE		TO	TOTAL	
PAYMENT OF UNUSED ALLOWANCE PAID	NON-OFFICE	FFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	OFFICE	ICE	AGREE	AGREEMENTS	EMPLOYEES	YEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
No paid sick leave plan	7.	50		23	,	1	ı	ı	9	3.0	53	0.2
Plans not specifying payment for unused allowance	39	1,628	10	260	1	1	9	178	55	27.9	2,366	10.0
50 per cent	51	6,460	23	3,729	ı	1	11	1,318	85	43.2	11,507	48.8
66-2/3 per cent	ı	ŧ	1	1	ı	ı	П	14		0.5	14	0.1
75 per cent	1	22	Ħ	7	1	ı	1	ı	2	1.0	29	0.1
100 per cent	13	3,201	4	2,105	2	152	4	1,960	23	11.7	7,418	31.4
Varies with length of service	9	837	П	09	1	1	-	629	∞	4.1	1,556	9.9
Not specified		2	1	1	1	t	1	ı	₩	0.5	2	0.0
Other	10	358	М	76	ı	ı	23	219	16	8.1	653	2.8
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598 100.0	100.0

				IABL	IABLE 33							
		PA	ID HOLIDAYS	UNDER ONTA	RIO MUNICII	PAID HOLIDAYS UNDER ONTARIO MUNICIPAL AGREPMENTS	TS					
ANNIAL, ALLOWANCE	MON	77.17					NON-O	NON-OFFICE AND		T	TOTAL	
TOWN	D-NON-O	NON-UFFICE	EIO	OFFICE	PROFES	PROFESSIONAL	OF	OFFICE	AGRE	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	0/0	No.	0/0
9 full holidays	00	233	ſ	ŧ	ŧ	1	-	12	6	4.6	245	11
9 full plus 2 half holidays	4	89	1	1	1	ŧ	, I	ı	4	2.0	0 00	0.4
10 full holidays	24	713	2	223	ı	1	4	197		0 0	1 1 2 2	
10 full plus 1 half holidays	4	124	П	35	ſ	1	H	26	3	3.0	185	8.4
10 full plus 2 half holidays	14	213	23	49	1	1	L	154	, , ,	, ,	01	0 0
10 full plus 3 half holidays	ı	ı	1				ے ر	401 401	77	7.11	416	I.8
11 fill holidays	1	0				ı	7	82	-	0.5	00 N	0.4
it tutt mottuays	/ ς	9,021	26	5,396	2	152	10	3,124	95	48.2	17,693	75.0
11 full plus 1 half holidays	4	447	2	220	ı	ı	1	325	_	3.6	992	4.2
11 full plus 2 half holidays	7	1,021	4	009	1	ı	ı	ŧ		25	1 621	0 9
12 full holidays	2	392		14	1	í	2	375	ΓĊ	2.5	781	
12 full plus 1 half holidays	2	305	\vdash	2	ı	1	ŧ	1	1 1/	, L	408) t

0.2

0.5

50

308

1.5

5

100.0

23,598

100.0

197

4,348

26

152

7

6,540

43

12,558

126

Total

Varies for different groups of employees

COMPENSATION FOR WORK ON PAID HOLIDAYS UNDER ONTARIO MUNICIPAL AGREEMENTS

							NON-OFFICE	FFICE			TOTAL	
AMOUNT OF COMPENSATION	NON-OFFICE	FFICE	OFFICE	ICE	PROFESSIONAL	SIONAL	OFFIC	OFFICE	AGREE	AGREEMENTS	EMPLO	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	9/0	No.	9/0
No provision	\vdash	2	∞	591	2	152	ı	1	11	5.6	745	3.2
Straight time plus holiday pay	4	109		9	1	ı	1	ı	гo	2.5	115	0.5
Time and one-half plus holiday pay	89	968*9	20	2,532	ı	1	17	2,924	105	53.4	12,352	52.3
Double time plus holiday pay	37	2,803	9	514	1	1	4	381	47	23.9	3,698	15.7
Time and one-half, plus another day off with pay	2	2,061	2	472	t	1	П	144	ΓV	2.5	2,677	11.3
Time and one-half, plus holiday pay or another day off with pay	\vdash	45	1	t	1	ı	ı		П	0.5	45	0.2
Double time, plus holiday pay or another day off with pay	2	250	Н	115	1	ı	1	1	23	1.5	365	1.5
Time and one-half or equivalent time off, plus holiday pay	1	1	⊣	303	,	1	1	1	1	0.5	303	1,3
Double time or double time off, plus holiday pay	ı	1	М	73	I	ı	į	ı	12	1.5	73	0.3
Pay varies with number of hours worked or for different holidays	00	331		1			2	218	10	5.1	549	2.3
Pay varies for different groups of employees	1	ı	1	1	1	1	2	681	2	1.0	. 681	2.9
Other	23	61	∺	1,934	1	ı	1	ı	4	2.0	1,995	8.5
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	23,598	100.0

LENGTH OF SERVICE FOR TWO WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREEMENTS TABLE 35

							NON-0	NON-OFFICE		T	TOTAL	
LENGTH OF SERVICE	NON-	NON-OFFICE	OFF	OFFICE	PROFES	PROFESSIONAL	OF	AND OFFICE	AGREE	AGREEMENTS	EMPLOYEES	YEES
	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	No.	No. %	No.	0/0
Less than one year's service	Н	14	2	29		ı	Н	144	4	4 2.0	225	225 1.0
1 year	114	12,371	40	6,470	2	152	24	4,189	180	180 91.4	23,182	98.2
2 years	10	161	H	23	ı	1	Н	15	12	6.1	179	0.7
Other	₩	12	1	1	ŧ	1	1	1	_	0.5	12 0.1	0.1

23,598 100.0

197 100.0

4,348

26

152

7

6,540

43

12,558

126

Total

LENGTH OF SERVIC

				NON-OFFICE	OI	TOTAL	1
LENGTH OF SERVICE	NON-OFFICE	OFFICE	PROFESSIONAL	OFFICE	AGREEMENTS	EMPLOYEES	1
	Agrts. Empls.	s. Agrts. Empls.	ls. Agrts. Empls.	Agrts. Empls.	No.	No.	1
1 Year	1 17	1		1 144	3 1.5	165 0 7	1

	/EES	0/0	0.7	0
AL	EMPLOYEES	No.	165 0.7	1
TOTAL	GREEMENTS	0/0	1.5	L
	AGREEN	No.	20	+
FICE	H	Empls.	144	1
NON-OF	AND	Agrts. Empls.		,
	ONAL	Empls.	ı	1
	PROFESSIONAL.	Agrts. Empls.	1	,
	Ħ	Empls.	7	7
	OFFICE	Agrts. Empls.	—	Η
	ICE	Empls.	14	1
	NON-OFFICE	Agrts. Empls.	Н	1
	LENGTH OF SERVICE			
	LE		1 Year	3 Years

67.7 4.0

125

2,978 247

152

155 2,534

546 10,311

30

80

5 Years 4 Years

6 Years 7 Years 8 Years 9 Years

1,060 272

16

61

30 42

948 15,975 342 1,906 236

3.6 63.4 1.5 8.1

> 11.7 4.1 0.5 3.0 0.5

23 6

> 748 175

30

15.3

3,615

1.0

3,615

2

Varies for different groups

15 Years

10 Years

Changes during term of of employees

agreement

0ther

54

202

 ∞

100.0

23,598

100.0

197

4,348

26

152

2

6,540

43

12,558

126

Total

0.1

312

5.1 0.5

10

26

	AGREB	No.
SREEMENTS	FICE (CE	Empls.
UNICIPAL AC	NON-OFFICE AND OFFICE	Agrts. Empls.
CONTARIO M	IONAL	Empls.
36 ATION UNDER	PROFESSIONAL	Agrts. Empls.
CE FOR THREE WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREBMENTS	CE	Empls.
TIREE WEE	OFFICE	Agrts. Empls.
CE FOR	1	ls.

TABLE 37

LENGTH OF SERVICE FOR FOUR WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREDMENTS

							NON-OFF	NON-OFFICE		T	TOTAL	
LENGTH OF SERVICE	NON-OFFICE	FFICE	OFF ICE	ICE	PROFESSIONAL	SIONAL	EO OE	OFFICE	AGREI	AGREEMENTS	EMPL	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	6/0	No.	0/0
No provision	9	49	П	7	1	,	1	ı	7	3.6	26	0.2
10 Years	Ŋ	231	1	06	1	ı	2	100	∞	4.1	421	1.8
12 Years	2	198	2	39	1	1	П	247	9	3.0	484	2.1
13 Years	23	406	ı	1	ı	ı	1	345	4	2.0	751	3.2
14 Years	2	382	Н	113	ı	ı	ı	ı	9	3.0	495	2.1
15 Years	69	10,136	31	6,045	2	152	13	1,560	115	58.4	17,893	75.8
16 Years	4	193	2	70	ı	ı	2	84	00	4.1	347	1.5
17 Years	9	147	ı	1	ı	ı	ı	1	9	3.0	147	9.0
18 Years	∞	339	+	09	1	ı	23	81	12	6.1	480	2.1
19 Years		30	1	1	1	1	1	ı	\vdash	0.5	30	0.1
20 Years	10	241	2	30	ı	ı	1	26	13	9.9	305	1.3
25 Years	П	00	1	ı	1	ı	ı	ı	\vdash	0.5	00	0.0
Changes during term of agreement	72	198	7	78	,	1	М	1,905	10	5.1	2,181	9.5
Total	126	12,558	43	6,540	7	152	26	4,348	197	100.0	23,598	100.0

TABLE 38

AL	EMPLOYEES	
TOTAL	AGREEMENTS	
NON-OFFICE	OFFICE	the second secon
	PROFESSIONAL	
	OFFICE	
	NON-OFFICE	
	LENGTH OF SERVICE	

NON-OFFICE OFFICE Agrts. Empls. Agrts. Empls.

LENGTH OF SERVICE FOR FIVE WEEKS PAID VACATION UNDER ONTARIO MUNICIPAL AGREMENTS	NON-OFFICE AND OFFICE
UNDER ONTARIO	PROFESSIONAL
PAID VACATION	
OR FIVE WEEKS	OFFICE
H OF SERVICE FO	VON-OFFICE
LENGT	Ž

Agrts. F	Emp1s.	Agrts.
OFFICE	SIONAL	PROFESSIONAL
AND		
NON-OFFI		

10.9

2,573 1,048

43.7 9.7

98 19

440 426 345 77.2

36.1

3,119

10

152

2

5,735

19

9,221 82

40

25 Years 26 Years

24 Years

107

28 Years 30 Years

432

51

64

113

30

141

457

1,676

09

No provision

20 Years

23 Years

22 Years

481

370

107

2.0

545 18,227 146

81

1.0

715

23,598 100.0

100.0

197

4,348

26

152

7

6,540

43

12,558

126

Total

64

Changes during term of agreement

64

1.0

No.	Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.
AGREEM	DFFICE	OFF	SIONAL	PROFESSIONA	DFFICE	OFF
	AND	A				
	VOIN-OI I TOTA	OFNIONI				

SECTION 8

HEALTH, INSURANCE AND PENSIONS



PER CENT OF PREMITING							NON-(NON-OFFICE			TOTAL	
CONTRIBUTED	NON-(NON-OFFICE	OFF	OFFICE	PROFES	PROFESSIONAL	OFI	AND	AGRE	AGREEMENTS	EMPI	EMPLOYEES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	limpls.	Agrts.	Empls.	No.	0/0	No.	0/0
No provision	H	30	1	1	1	ď	,	,		0.5	30	0.1
50 per cent	₩	2	ı	ı	1	ı	1	1	₩	0.5	2	0.0
60 per cent	—	7	1	t	ı	ı		12	2	1.0	19	0.1
65 per cent	Н	29	ı	1	ı	1	1	,	—	0.5	29	0.1
66-2/3 per cent	15	235	2	14	2	152	. 10	171	22	11.2	572	2.4
70 per cent	₩	12	1	9	ı	ı	ı	t	2	1.0	18	0.1
75 per cent	15	512	rv	175	t	ı	2	218	22	11.2	905	3.9
80 per cent	22	391	2	124	1	ı	ı	ı	7	3.6	515	2.2
85 per cent	4	113	H	14	1	ı	ı	1	5	2.5	127	0.6
87 per cent	\$	ı	П	30	1	ı	ſ	ſ	₩.	0.5	30	0.1
90 per cent	М	161	2	83	1	t	ı	ı	Ŋ	2.5	244	1.0
94 per cent	ı	ı	1	,	1	i	Н	50	—	0.5	50	0.2
100 per cent	99	10,511	25	5,821	ı	ı	12	3,566	103	52.3	19,898	84.3
Changes during term of agreement	12	543	4	273	ī	ı	9	301	22	11.2	1,117	4.7
Employer contributes a flat sum	1	1	ı	,	ı	ı	1	30	₩	0.5	30	0.1
Other		12	1	1	1	ı	ı	ı	-	0.5	12	0.1
Total	126	12,558	43	6,540	2	152	26	4,348	197 1	100.0	23,598	100.0
								The same of the sa	The same of the sa	The state of the state of	the second secon	The second name of the second

AL	EMPLOYEES	
TOTAL	AGREEMENTS	
NON-OFFICE	OFFICE	
	PROFESSIONAL	
	OFFICE	The second secon
	NON-OFFICE	
	PER CENT OF PREMIUMS	

17.7

13.2

26

2,689

152

747 186

1,175 1,150

LO

66-2/3 per cent

70 per cent 75 per cent 80 per cent 85 per cent 87 per cent 90 per cent

50 per cent

416

22

No provision

1,922 4,177

4.1

0.1

1.0

2..3

536

14.2

28

105

3.9 9.0

793 929 147 30 244

119

596 247 50

80 124 24 30 83

417 558

13 9 \sim 52,1

12,288

35.5

734

4,620

100

6,934

161

625

9

1,067

0

Changes during term of agreement

100 per cent

Not specified

Other

583

7.7 2.9 0.1

1,807

9.7

19

115 112

695

100.0

23,598

100.0

197

4,348

56

152

7

6,540

43

12,558

126

Total

0.1

		TABLE 40	3 40			66
	亩	PLOYER CONTRIBUTIONS TO LIFE INSURANCE UNDER ONTARIO MUNICIPAL AGREDMENTS	EMPLOYER CONTRIBUTIONS TO LIFE INSURANCE PLANS UNDER ONTARIO MUNICIPAL AGREDMENTS			
				NON-OFFICE	TOTAL	T
CENT OF PREMIUMS	NON-OFFICE	OFFICE	PROFESSIONAL	OFFICE	AGREEMENTS	EMPLOYEES
	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	Agrts. Empls.	No.	No. %

	PLA	
	JRANCE EMENTS	
	INST	
01	LIFE PAL A	

										O I A PRODUCTION OF	DMF	LATE LOT LES
	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	Agrts.	Empls.	No.	9/0	No.	0/0
No provision	22	416	2	15	1	t	4	105	28	14.2	536	2.3
\$2,000	4	3,912	23	3,689	2	152	t	1	6	4.6	7,753	32.9
\$3,000	Н	16	t	t	1	f	1	1	1	0.5	16	0.1
\$4,000	2	200	ı	1	1	1	ı		2	1.0	200	0.8
\$5,000	15	413	2	52	ı	t	\vdash	6	19	9.7	477	2.0
\$6,000	2	55	-	40	\$	ı	ı	1	23	1.5	95	0.4
\$7,000	1	32	ı	1	ı	ı	. 1	1	1	0.5	32	0.1
\$7,500	77	153	2	54	1	ŧ	ı	ı	Ŋ	2.5	207	0.9
\$8,000	2	28	1	9	1		H	80	4	2.0	144	0.6
000*6\$		167	t	1	1	ı	1	1		0.5	167	0.7
\$10,000	6	189	1	32	ı	ı	2	29	12	6.1	250	1.1
\$20,000	₩	6	₩	15	1	ŧ	1	1	2	1.0	24	0.1
Varies with income	18	2,349	13	1,262	•	ı	9	2,455	37	18.9	990,9	25.7
Varies with income and sex	1	200	1	303	ı	•	П	247	27	1.5	1,050	4.4
Changes during the term of agreement	м	69	Н	14	1	ţ	ı	1	4	2.0	83	0.3
Not specified	40	4,008	14	1,055	ſ	1	11	1,423	65	33.0	6,486	27.5
Other	П	12	1	1	1	ı	ŧ	1	Н	0.5	12	0.1
Total	126	17 550	2.0	047		, r	ò	0 4	1		1	

IOIAL

NON-UFFICE AND

TABLE 42

PENSION PLANS UNDER ONTARIO MUNICIPAL AGREEMENTS

							O-NON-O	NON-OFFICE		10	TOTAL	
FINANCING AGREPMENT	NON	NON-OFFICE	OFF	OFFICE	PROFES	PROFESSIONAL	OFF	OFFICE	AGREI	AGREPMENTS	EMPLO	EMPLOYEES
	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	Agrts.	Agrts. Empls.	No.	6/0	No.	0/0
No provision	29	1,050	_	253	ı	ı	23	203	39	39 19.8	1,506 6.4	6.4
Contributory	81	10,570	32	5,931	2	152	22	4,007	137	9.69	20,660	87.5
Financing arrangement not specified	13	839	М	326	1		Н	138	17	8.6	1,303	5.5
Other	23	66	-	30	ı	ı	t	ı	4	2.0	129	
Total	126	12,558	43	6,540	2	152	26	4,348	197	100.0	197 100.0 23,598 100.0	100.0

PART II

RATES OF PAY



TABLE 43
WAGE RATES FOR LABOURER AND CLERK-TYPIST UNDER
ONTARIO MUNICIPAL AGREEMENTS

	Expiry Date of Agreement		Dec. 31, 73	Mar, 31, 73	Sep. 30, 73	May 31, 73	Jun. 30, 73	Dec. 31, 73
	Pay Period		1 1	1 1	Bi-Wkly.	1 1	Yrly.	Wkly.
pist	Maximum	**	1 1	1 1	197.69 207.69 217.69	1 1	4,584.00 4,859.00	79,45 87,85 91.95 101.95
rk-Ty	Minimum	€/}	f 1	1 1	162.62 172.62 182.62	1 1	l s	T 1 1
C 1 e	Effective Date		6 1	1 1	Apr. 1, 72 Oct. 1, 72 Apr. 1, 73	1 1	Jul. 1, 71 Jul. 1, 72	Jan. 1, 72 Jul. 1, 72 Jan. 1, 73 Jul. 1, 73
	Pay Period		Hrly.	2 2	404	Hrly.		Hrly.
r e r	Maximun	₩	2.95	3.26	1 1 1	3.10	1 1	3.14 3.34 3.44 3.69
abou	Minimum	€9-	1 1	1 1	1 1 1	1 1	1 1	1 1 1 1
T	Effective Date		Jan. 1, 72 Jan. 1, 73	Apr. 1, 72 Oct. 1, 72	1 4 1	Jan. 1, 72 Dec. 1, 72	1 1	Jan. 1, 72 Jul. 1, 72 Jan. 1, 73 Jul. 1, 73
Municipality,	Union and Economic Region	Eastern Ontario	Brockville City Corporation; and Public Employees 115 (Outside Employees)	Cornwall City Corporation; and Public Employees 234 (Outside Employees)	Cornwall City Corporation; and Office Employees 452 (Office Employees)	Deep River Town Corporation; and Public Employees 740 (Outside Employees)	Deep River Town Corporation; and Public Employees 740 (Office Employees)	Hawkesbury Town Municipal Corporation; and Public Employees 1026 (Outside and Office Employees)

TABLE 43 cont'd

E E	of Agreement		Mar. 31, 73	Dec, 31, 71	Dec. 31, 73	Dec. 31, 73	Dec. 31, 73	Dec. 31, 72	Dec. 31, 72	
	Pay		1	P	Yrly.	1 1	1 1	1 1	ī. i	
pist	Maximum	€7:	1	ſ	5,748.00	1 1	1 1	1 1	1 6	
rk-Ty	Minimum	45	1	r	5,203.00	1 1	8 8	1 1	† V	
C 1 e	Effective Date		ı	V	Jan. 1, 72 Jan. 1, 73	t 1	1 1	1 1	F 1	
	Pay Period		Hrly.	F	1 - 1	Hrly.	6- 6- 6- 6-	: :	6- 6- 6- 6-	
rer	Maximm	€	3,50	3,25	1 1	3,69	3.69	3.06	3.10	
Labou	Minimun	89	1	\$	1 1	3,43	3.43	t I	1 1	
	Effective Date		Apr. 1,72	Jul. 1, 71	1 1	Jan. 1, 72 Jan. 1, 73	Jan. 1, 72 Jan. 1, 73	Jan. 1, 72 Oct. 1, 72	Jan. 1, 72 Jul. 1, 72	
Municipality, Union and	Economic Region	Eastern Ontario cont'd	Kingston City Corporation; and Public Employees 109 (Outside Employees)	Nepean Township Corporation; and Public Employees 1021 (Outside Employees)	Nepean Township Corporation; and Public Employees 1246 (Office Employees)	Ottawa City Corporation; and Public Employees 503 (Outside Employees)	Ottawa-Carleton Municipality; and Public Employees 503 (Outside Employees)	Pembroke City Corporation; and Public Employees 24 (Outside Employees)	Renfrew Town Municipal Corporation; and Public Employees 121 (Outside Employees)	

TABLE 43 cont'd

Pay Effective Period Date
Hrly.
Jan. 1,72
Hrly.
Jan. 1, 72
Hrly.
=

TABLE 43 cont'd

Expiry Date	of Agreement		Dec. 31, 72	Jan, 31, 73	Jul. 31, 72	Sep. 30, 73	Sep. 50, 73	Oct. 2,72	Dec. 31, 73
	Pay		1	\$ 1	ı	F F 1	1 1	1 1	1 1
pist	Maximum	69	ı	1 1		1- 1 L	f F	1 5	1 1
rk-Ty	Minimum	₩.	F	ř i	1	b 1 1	1 1	1 1	1 1
C 1 e J	Effective Date		ſ	1 1	\$	t t j	1 1	F - 1	F I
	Pay Period		Hrly.	÷ ÷	#- *-	P = +	= =	= =	= =
rer	Maximum	€9	2,75	2.39	2.98	2.85 3.00 3.10	3.51	2.52	2.44
Labou	Minimum	€ 9 -	ı	1 1	1	1 1 1	\$ \$	1 1	1 1
	Effective Date		Jan. 1, 72	Feb. 1, 72 Aug. 1, 72	Aug. 1, 71	Apr. 1, 72 Oct. 1, 72 Apr. 1, 73	Oct. 1, 71 Oct. 1, 72	Oct. 2, 70 Oct. 2, 72	Jan. 1, 72 Jan. 1, 73
Municipality, Union and	Economic Region	Lake Ontario cont'd	Dysart, Bruton, Clyde, Dudley, Guilford, Harburn, Harcourt, Havelock & Eyre Township Corpor- ations; and Public Employees 142 (Outside Employees)	Hastings County Corporation; and International Operating Engineers 793 (Outside Employees)	Lindsay Town Corporation; and Pub- lic Employees 855 (Outside Em- ployees)	Northumberland & Durham United Counties; and Public Employees 1203 (Outside Employees)	Peterborough City Corporation and Parks Management Board; and Public Employees 504 (Outside Employees)	Peterborough County Corporation; and Public Employees 1306 (Outside Employees)	Picton Town Corporation; and Public Employees 1255 (Outside Employees)

TABLE 43 cont'd

	Expiry Date of Agreement		Jan. 31, 73	Dec. 31, 71	Dec. 31, 73	Feb. 28, 73		Dec. 31, 72	Mar. 15, 73	Mar, 31, 72	
	Pay Period		t i	1	Yrly.	t		¥.	Þ	1	
pist	Maximum	€5	1 1	ı	5,698.00	ı		1	ı	t	
rk-Ty	Minimum	₩.	1 1	ı	1 1	1		1	1	1	
C 1 e	Effective Date		1 1	ŧ	Jan. 1, 72 Jan. 1, 73	1		1	1	I.	
	Pay Period		Hrly.	=	i ș	llrly.		-	-	#* b-	
rer	Maximum	₩	3.15	2.87	1 1	2.74		2.91	3.66	3.20	
Labou	Minimun	£9	k 1	1	1 1			1	J	ı	
	Effective Date		Feb. 1, 72 Aug. 1, 72	Jan. 1, 72	1 1	Feb. 1, 72		Jan. 1, 72	Mar. 16, 72	Nov. 1, 71	
Municipality, Union and	Economic Region	Lake Ontario cont'd	Port Hope Town Corporation; and Public Employees 749 (Outside Employees)	Trenton Town Corporation; and Public Employees 799 (Outside Employees)	Trenton Town Corporation; and Public Employees 799 (Office Employees)	Victoria County Corporation; and Public Employees 1167 (Outside Employees)	Central Ontario	Acton Town Corporation; and Public Employees 73 (Outside Employees)	Ajax Town Corporation; and Public Employees 54 (Outside Employees)	Aurora Town Corporation; and Public Employees 1359 (Outside Employees)	

TABLE 43 cont'd

Expiry Nate	of Agreement		Oct. 31, 72	Jan. 31, 73	Jan. 31, 73	Jun. 5, 73	Dec. 31, 71	Dec. 31, 71	Dec. 31, 73
	Pay		ı	ŧ	ī	Yrly.	1	Wkly.	1 1
pist	Maximum	₩.	ŧ	t	F	5,760.00	t	105,28	Þ. I
rk-TyF	Minimm	₩.	ı	ν	1	4,974.00	1	96.21	1 1
C 1 e	Effective Date		1	ş	ŝ	Jun. 6, 72	1	Jan. 1, 71	E 1
	Pay		Hrly.	=	=	ł	Hrly.	ı	Hrly.
rer	Maximum	€5	3.41	3,61	3.61	ı	3,58	ţ	3.87
Labou	Minimim	€÷	1	1	t	1	t	ı	1 1
	Effective Date		Nov. 1, 71	Feb. 1, 72	Feb. 1,72	ı	Jan. 1, 71	ı	Jan. 1, 72 Jan. 1, 73
Municipality, Union and	Economic Region	Central Ontario cont'd	Brampton Town Municipality; and Public Employees 831 (Outside Employees)	Burlington Town Corporation (Works Division); and Public Employees 44 (Outside Employees)	Burlington Town Corporation (Department of Recreational Services); and Public Employees 44 (Office Employees)	Burlington Town Corporation; and Public Employees 44 (Office Employees)	East York Borough Corporation; and Public Employees 114 (Outside Employees)	East York Borough Corporation; and Public Employees 114 (Office Employees)	Etobicoke Borough Corporation; and Public Employees 185 (Outside Employees)

erk-Typist Expiry Date	Minimum Maximum Pay	Wax Jingui	Nar. 31, 72	Jun. 30, 73	Sep. 1, 73	Dec. 31, 73	72 112.67 128.43 Wkly. Dec. 31, 73 118.92 135.57	- Feb. 15, 73		1, 71 5,754,00 6,377,00 Yrlv, Oct. 31, 72
C 1	Effective Date		t	1 1	1 t t	1 1	Jan. 1, Jan. 1,	ı	1 1	Nov. 1.
	Pay		Hrly.	= =	* * *	= =	1 1	Hrly.		1
rer	Maximum	↔	3,12	3.65	3.69 3.80 3.95	3.87	1 1	3.66	4.18	1
Labou	Minimum	\$\$ \$\$	ı	1 1	1 1 1	1 1	1 1	ı	4.05	1
	Effective Date	Date	Apr. 1, 71	Jan. 1, 72 Jan. 1, 73	Mar. 1, 72 Sep. 1, 72 Mar. 1, 73	Jan. 1, 72 Jan. 1, 73	t t	Feb. 14, 72	Apr. 1, 72 Apr. 1, 73	ı
Municipality,	Onion and Economic Region	Central Ontario cont'd	Georgetown Town Corporation; and Public Employees 73 (Outside Employees)	Markham Town Corporation; and Public Employees 1219 (Outside Employees)	Mississauga Town Corporation; and Public Employees 66 (Outside Employees)	North York Borough Corporation; and Public Employees 94 (Outside Employees)	North York Borough Corporation; and Public Employees 373 (Office Employees)	Oakville Town Corporation; and Public Employees 136 (Outside Employees)	Oshawa City Corporation; and Public Employees 250 (Outside Employees)	Oshawa City Corporation; and Public

TABLE 43 cont'd

	e nt		72	73	73	73	71	71	73
	Expiry Date of Agreement		Feb. 29,	Sep. 30,	3,	3,	31,	31,	Dec. 31, 7
				Se	Mar.	Mar.	Dec.	Dec.	Dec
	Pay Period		Yrly.	ř I	ı	ı		Yrly.	t t
pist	Maximum	₩.	5,674.32	1 1	ı	ı	ı	6,275.00	\$ I
rk-Ty	Minimm	₩.	ţ	1 6	ı	t	1	5,553.00	1 1
C 1 e	Effective Date		Mar. 1, 71	1 1		1		Jan. 1, 71	1 1
	Pay Period		llr1y.	2 2	=	*	E-	ı	Hrly.
rer	Maximum	€9	3,23	3.40	3,78	3,45	3,58	ı	3.87 4.26
Labou	Minimum	69	ı	F 1	ı	ı	ı	ŧ	5 1
	Effective Date		1, 71	1, 71	4, 72	4, 72	1, 71	I.	1, 72
	田		Mar.	Oct.	Mar.	Mar.	Jan,		Jan. Jan.
Municipality, Union and	Economic Region	Central Ontario cont'd	Pickering Township Corporation; and Public Employees 129 (Outside and Office Employees)	Pickering Village Corporation; and Public Employees 129 (Outside Employees)	Port Credit Town Corporation (Works Department); and Electrical Workers (I.B.E.W.), 636 (Outside Employees)	Port Credit Town Corporation (Arena); and Electrical Workers (I.B.E.W.) 636 (Outside Employees)	Scarborough Borough Corporation; and Jan. Public Employees 368 (Outside Employees)	Scarborough Borough Corporation; and Public Employees 545 (Office Employees)	Toronto City Corporation; and Public Jan. Employees 43 (Outside Employees) Jan.

Effective Date
€3
Jan. 1, 72 - Jan. 1, 73 -
May 19, 72 3.08 Feb. 1, 73 3.21 Aug. 1, 73 3.34
1 1 1
Jan. 1, 72 Jul. 1, 72 Jan. 1, 73 Jan. 1, 74
Jan. 1, 71
Mar. 1, 72

TABLE 43 cont'd

	Expiry Date of Agreement		Dec. 31, 72	Dec. 31, 72	Apr. 1,72	Jan. 31, 73	Jan. 31, 73	Dec. 31, 72	Dec. 31, 72	Dec. 31, 72
	Pay		Yrly.	ş	ı	1	Wkly.	Yrly.	1	1 1
pist	Maximum	€9	4,461.00	ŀ	ı	ŧ	108.50	5,831.00 6,152.00	ı	1 1
rk-Ty	Minimum	↔	3,914.00	ı	ı	ı	99,28	t f	ş	1 1
C 1 e	Effective Date		Jan. 1,72	f	ŧ	ř	Feb. 1, 72	Jan. 1, 72 Jul. 1, 72	ı	1 1
	Pay Period		1	Hrly.	:	÷	t	Hrly.	:	::
rer	Maximm	₩.	ı	3,39	3.27	3.68	1	3,63	2.72	3.88
Labou	Minimun	€5	ŧ	ſ	ı	ı	ŧ	1 6	1	1 1
	Effective Date		ı	Jan. 1, 72	Apr. 1, 71	Feb. 1, 72	ş	Jan. 1, 72 Jul. 1, 72	Jan. 2, 72	Jan. 1, 72 Jul. 1, 72
Municipality, Union and	Economic Region	Niagara Region cont'd	Brantford City Corporation; and Public Employees 181 (Office Employees)	Dundas Town Corporation; and Public Employees 1006 (Outside Employees)	Fort Erie Town Corporation; and Public Employees 714 (Outside Employees)	Hamilton City Corporation; and Public Employees 5 (Outside Employees)	Hamilton City Corporation; and Public Employees 167 (Office Employees)	Niagara Falls City Corporation; and Public Employees 133 (Outside and Office Employees)	Niagara Parks Commission; and Civil Service Association of Ontario (Jutside Employees)	Niagara Regional Municipal (Roads Div.); and Public Employees 1287 (Outside Employees)

TABLE 43 cont'd

Expiry Date	of Agreement		Dec. 31, 72	Dec. 31, 72	Dec. 31, 73	May 28, 73	Jan, 31, 73	Dec. 31, 73	Bi-Wkly, Dec. 31, 73
	Pay		l I	Yrly.	1 1	Yrly.	1	I t	Bi-Wkly.
pist	Maximum	5/3	1 1	5,788.00	1 1	6,295.00	ı	1 1	235.73
rk-Ty	Minimum	₩	1 1	F I	1 1	i t	1	1 1	189.40
C 1 e	Effective Date		1 1	Jan. 1, 72 Jul. 1, 72	1 1	May 30, 72 Jan. 1, 73	ı	1 6	Jan. 1, 72 Jan. 1, 73
	Pay Period		Hrly.	1 1	Hrly.	f 1	Hrly.	= =	1 1
r e r	Maximum	€>>	3,66	f 1	3.60	1 1	3.68	3.65	1 1
Labou	Minimum	€÷.	4 1	1 1	1 1	1 1	1	1 1	1 1
	Effective Date		Jan. 1, 72 Jul. 1, 72	1 1	Jan. 1, 72 Jan. 1, 73	1 1	Feb. 1,72	Jan. 1, 72 Jan. 1, 73	1 1
Municipality, Union and	Economic Region	Niagara Region cont'd	Niagara Regional Municipality (Water Treatment & Pollution Control Div.); and Public Employees 1287 (Outside Employees)	Niagara Regional Municipality; and Public Employees 1287 (Office Employees)	Port Colborne City Corporation; and Public Employees 155 (Outside Employees)	Port Colborne City Corporation; and Public Employees 155 (Office Employees)	Royal Botanical Gardens Board; and Public Employees 5 (Outside Employees)	St. Catharines City Corporation; and Public Employees 150 (Outside Employees)	St. Catharines City Corporation; and Public Employees 157 (Office Employees)

TABLE 43 cont'd

	Expiry Date of Agreement		May 6,72	Dec. 31, 73	Jan. 1, 74	Jan. 1,74	Aug. 31, 72	Dec. 31, 73
	Pay		Yrly.	ŧ	1 1 1	1 1	t	1 1
pist	Maximum	₩.	4,160.16	ı	1 1 1	1 4	1	1.1
rk-Ty	Minimum	₩.	3,697.92	1 1	1 1	1 1	ſ	1 1
C 1 e	Effective Date		May 1, 71	1 1	l (1 1	1	1 1
	Pay Period		llr1y.	: :	= =	::	=	= =
rer	Maximum	\$	3.13	3.65	3.77	3.77	3,24	3.25
Labou	Minimun	S	ı	1 1	(1	§ 1	1	1 (
	Effective Date		1, 71	1, 72	1, 72	1, 72	1, 72	1, 72
	Щ		May.	Jan. Jan.	Jan. Jan.	Jan. Jan.	Jan.	Jan.
Municipality, Union and	Economic Region	Niagara Region cont'd	Saltfleet Township Corporation; and Public Employees 1220 (Outside and Office Employees)	Thorold Town Corporation; and Public Employees 151 (Outside Employees)	Welland City Corporation; and Electrical Workers (U.E.) 517 (Outside Employees)	Welland Parks and Recreation Board; and Electrical Workers (U.E.) 517 (Outside Employees)	West Lincoln Township Corporation; and Public Employees 1007 (Outside Employees)	Lake Erie Caradoc Township Corporation; and Public Employees 107 (Outside Employees)

TABLE 43 cont'd

		Expiry Date of Agreement		Sep. 30, 73	Dec. 31, 72	Dec. 31, 72	Dec. 31, 72	Dec. 31, 72	Oct. 15, 72	Jan. 13, 72	Dec. 31, 73
		Pay		1 1	ı	Yrly.	I	ı	1	Yrly.	1 1
	p i s t	Maximum	₩.	1 1	t	6,400.00	1	1	1	4,695.60	1 1
	rk-Tyl	Minimum	· 49-	1 1	t	4,880.00	8	ı	ı	4,277.00	1 1
	rer	Effective Minimum Date		1 1	\$	Jan. 1, 72	ı	ı	b	Jan. 14, 71	1 1
		Pay Period		lirly.	Ξ	ı	Hrly.	Ξ	ε	ł	lirly.
		Maximum	₩	3,35	3.71	1	2.90	2.93	3.22	ì	3.36
	Labou	Minimun	€⁄-}-	1 1	3.36	i	ı	ı	1	ı	1 1
		Effective Date		Oct. 1, 71 Oct. 1, 72	Jan. 1,72	I	Jan. 1,72	Jan. 1, 72	Oct. 16, 71	ı	Jan. 1, 72 Jan. 1, 73
	Municipality, Union and	Economic Region	Lake Erie cont'd	Ingersoll Town Corporation; and Public Employees 107 (Outside Employees)	London City Corporation; and Public Enployees 107 (Outside Employees)	London City Corporation; and Public Employees 101 (Office Employees)	London Township Corporation; and Public Employees 107 (Outside Employees)	North Dorchester Township Corpora- tion; and Public Employees 107 (Outside Employees)	St. Thomas City Corporation; and Public Employees 35 (Outside Employees)	St. Thomas City Corporation; and Public Employees 841 (Office "mployees)	Strathroy Town Corporation (Works Dept.); and Public Employees 14 (Outside Employees)

TABLE 43 cont'd

iconomic Region Effective Date 1d ity Corporation; and Jan. 1, 72 Joyees 240 (Cutside Jan. 1, 73 Joyees 1146 (Office Town Corporation; and Apr. 1, 71	Minimin 8	Maximum	Pay	Effective			Don	LAPITY Date
ity Corporation; and Jan. 1, Joyces 240 (Cutside Jan. 1, July Corporation; and Joyces 1146 (Office Joyces 1246 (Office Joyces)	↔ 1 1	-	reriod	Date	Minimum	Maximum	Period	of Agreement
Jan. 1, Jan. 1,	1 1	₩.			59	₩.		
ity Corporation; and loyees 1146 (Office Town Corporation; and Apr. 1.		3,39	IIrly.	1 1	1 1	ţ I	1)	Dec. 31, 73
Town Corporation; and Apr. 1.		1	1	Jan. 1, 72	79.00	100.00	Wkly.	Dec. 31, 72
Apr. 1.								
	ı	3,44	Hrly.	ı	ı	1.	i	Mar. 31, 72
Chatham City Corporation; and Public Jan. 1, 72 Employees 12 (Outside Employees)	t	3.50	-	1	1	ı	ı	Dec. 31, 72
Essex County Corporation; and Team- sters 880 (Outside Employees) Jul. 1, 72	1 1	3.65		1 1	1 1	1 1	1 1	Jan. 30, 73
Essex Town Corporation; and Public Sep. 1, 71 Employees 702 (Outside Employees)	1	3.40	=	ŀ	1	ı	ŀ	Apr. 30, 72
Forest Town Corporation; and Public Jan. 1, 72 2. Employees 14 (Outside Employees) Jan. 1, 73 2.	2.65	2.90	5° 40°	1 1	1 1	1 1	1 1	Dec. 31, 73

1		1								
	expiry late of Agreement		Mar. 31, 73	Dec. 31, 72	Dec. 31, 72	Dec. 31, 72	Dec. 15, 73	Dec. 31, 73	Dec. 31, 72	Dec. 31, 72
	Pay		t	ŧ	ı	ı	i i	1 1	1 1	1
pist	Maximum	€9	ſ	1	1	1	1 1	F I	1 1	ı
rk-Ty	Minimum	₩	ı	1	1	1	t t	1 1	1 1	ı
C 1 e	Effective Date		ı	ı	ı	ŧ	t i	F 1	t t	1
	Pay Period		Hrly.	=	6- 6-	:	Sin der der der	 	gre due de des	*
rer	Maximum	-6 -9-	3,74	3,65	3,30	4.01	3.33	3.91	3,05	4.05
Labou	Minimun	₩.	ı	ı	ŝ	t	5 I	1 1	1 1	ı
	Effective Date		Apr. 2,72	Jan. 1, 72	Jan. 1, 72	Jan. 1, 72	Dec. 15, 71 Aug. 1, 72	Jan. 1, 72 Jan. 1, 73	Jan. 1, 72 Jul. 1, 72	Jan. 1, 72
Municipality, Uhion and	Economic Region	Lake St. Clair cont'd	Kingsville Town Corporation; and Public Employees 528 (Outside Employees)	Leamington Town Corporation; and Public Employees 528 (Outside Employees)	Point Edward Village Corporation; and Public Employees 153 (Outside Employees)	Sandwich West Township Corporation; and Public Employees 701 (Outside Employees)	Sarnia City Corporation; and Public Employees 153 (Outside Employees)	Tecumseh Town Corporation; and Public Employees 702 (Outside Employees)	Wallaceburg Town Corporation; and Labourers 749 (Outside Employees)	Windsor City Corporation; and Public Employees 82 (Outside Employees)

TABLE 43 cont'd

Municipality, Union and		Labou	r e r		C 1 e	rk-Ty]	p i s t		Expiry Pate
Economic Region	Effective Date	Minimun	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	of Agreement
Lake St. Clair cont'd		ŧs:	₩.		-	€9-	↔		
Windsor City Corporation; and Public Limployees 543 (Office Employees)	ı	ı	1	ı	Jan. 1, 72	217.46	250.83	Bi-Wkly.	Dec. 31, 72
Midwestern Ontario									
Fergus Town Corporation; and Public Employees 39 (Outside Employees)	Mar. 1,72	t	3.00	Hrly.	ŧ	ı	f	1	Feb. 28, 73
Galt City Corporation; and Public Employees 579 (Outside Employees)	Jun, 1, 71	t	3,30	e- -	ı	1	ı	ı	May 31, 72
Guelph City Corporation (Board of Parks Management); and Public Employees 59 (Outside Employees)	Jun. 1, 72	1	3,55	=	1	ı	t	1	Jan. 31, 73
Guelph City Corporation (Works Dept.); and Public Employees 241 (Outside Employees)	Jun. 1, 72	1	3,55	2	1	1	ı	I	Jan. 31, 73
Guelph City Corporation; and Public Employees 973 (Office Employees)	1 1 1 1	1 1 1 1	F I F I	1 1 1 1	Jan. 1, 72 Jul. 1, 72 Oct. 1, 72 Jan. 1, 73	1 1 1 1	85.00 86.70 87.57 92.83	Wkly.	Dec. 31, 73
Hespeler Town Corporation; and Pub- lic Employees 579 (Outside Employees)	Mar. 1, 71	1	3.25	Hrly.	1	ı	1	t .	May 31, 72

TABLE 43 cont'd

Clerk-Typist Exminy Pate	Effective Minimum Maximum Period of Agreement Date	₩	Feb. 6, 74	Feb. 6, 74	1, 1, 72 3,779.00 3,896.00 Yrly. Dec. 31, 73	Feb. 28, 74	Dec. 31, 72	Dec. 31, 73		77 77
	Pay E		llrly.	= =	- Jan, - Jan,	Hrly.	:	60		0- 0-
rer	Maximum	₩.	3, 53	3,58	1 1	3.53	3.32	3,56		2.60
Labou	Minimin	₩.	1 1	1 1	3 1	1 1	1	1 1		,
	Effective Date		Feb. 7, 72 Feb. 7, 73	Feb. 7, 72 Feb. 7, 73	1 1	Mar. 1, 72 Mar. 1, 73	Jan. 1, 72	Jan. 1, 72 Jan. 1, 73		Jan. 1, 72
Municipality,	Economic Region	Midwestern Ontario cont'd	Kitchener City Parks G Recreation Commission; and Public Employees 1093 (Outside Employees)	Kitchener City Corporation; and Public Employees 68 (Outside Employees)	<pre>Kitchener City Corporation; and Public Employees 791 (Office Employees)</pre>	Preston Town Corporation; and Public Employees 32 (Outside Employees)	Stratford City Corporation; and Public Employees 197 (Outside Employees)	Waterloo City Corporation; and Public Employees 68 (Outside Employees)	Georgian, Bay	Alliston Town Corporation: and Pub-

TABLE 43 cont'd

1		1							
	Expiry Nate of Agreement		May 14, 73	Mar. 31, 74	Feb. 29, 72	Dec. 31, 72	Dec. 31, 72	Dec. 31, 72	Dec. 31, 72
	Pay		ı	F I	ı	i	Wkly.	ş	Mthly.
pist	Maximum	₩.	1	1 1	ı	1	96.37	r	400.00
rk-Ty	Minimum	6 0-	1	1 1	ı	ı	Þ	ı	1
C 1 e 1	Effective Date		1	1 1	ı	ı	Jan. 1, 72	ı	Jan. 1, 72
	Pay Period		llr1y.		=	0- 0-	1	Hrly.	I
r e r	Maximum	❖	3.22	3.23	3.03	3, 38	ı	2,85	1
Labou	Minimun	€3	3.07	i t	ı	î	1	f	1
	Effective Date		May 15, 72	Apr. 1, 72 Apr. 1, 73	Mar. 1, 71	Jan. 1, 72	1	Jan. 1, 72	ı
Municipality, Union and	Economic Region	Georgian Bay cont'd	Collingwood Town Corporation; and Public Employees 1217 (Outside Employees)	Midland Town Corporation; and Civil Service Association of Ontario (Outside Employees)	Orillia City Corporation; and Public Employees 512 (Outside Employees)	Owen Sound City Corporation; and Public Employees 443 (Outside Employees)	Owen Sound City Corporation; and Public Employees 1189 (Office Employees)	Parry Sound Town Corporation; and Public Employees 17 (Outside Employees)	Parry Sound Town Corporation; and Public Employees 17 (Office Employees)

	Expiry Date of Agreement		Dec. 31, 72		Mar, 1, 73	Jan. 1, 73	Jan. 30, 73	Jan. 1, 72	Dec. 31, 72	Feb. 28, 73
	Pay		1		Ę.	1	F. F.	1		1
p i s t	Maximum	₩.	ı		1	t	i s	ı	1	1
rk-Ty	Minimum	₩.	ı			ı	Þ. þ	ı	ę	ı
C 1 e	Effective Date		ſ		1	ı	, 1 F	ž	,t ·	1
	Pay Period		Hrly.		= .		6- 6- 6- 5-	p= 4-	## 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	6 6-
rer	Maximum	€9-	2.40		3.27	2.95	2.60	2,45	3.05	3,50
Labou	Minimun	€6:	1		1	1	1 1	ı	ı	r,
	Effective Datc		Jan. 1, 72		Mar. 1, 72	Jan. 1, 72	Jul. 1, 71 Jul. 1, 72	Jan. 1, 71	Jan. 1, 72	Mar. 1, 72
Nunicipality, Union and	Economic Region	Scorgian Lay Cent'd	Port Elgin Town Corporation; and International Operating Engineers 793 (Outside Employees)	Northeastern Ontario	Balfour Township Corporation; and Public Employees 6 (Outside Employees)	Blind River Town Corporation; and Labourers 1036 (Outside Employees)	Chapteau Township Municipal Corporation; and Public Employees 887 (Outside Employees)	Cobalt Town Corporation; and Public Employees 127 (Outside Employees)	Cochrane Town Corporation; and Pub- lic Employees 71 (Outside Employees)	Coniston Town Corporation; and Retail Wholesale Haployees 579 (Outside lamployees)

TABLE 43 cont'd

Municipality, Union and		T	a b o u	rer		C 1 e	rk-Tyl	pist		-
Economic Region	Effective Date		Minimun	Maximum	Pay Period	Effective Date	Minimum	Maximum	Pay Period	Expiry Date of Agreement
Northeastern Ontario cont'd			↔	69			↔	₩.		
Coniston Town Corporation; and Retail Wholesale Employees 579 (Office Employees)	t		ı	ì	ı	Mar. 1, 72	86.38	95.98	Wkly.	Feb. 28, 73
Elliot Lake Township Corporation; and Public Employees 170 (Outside Employees)	Oct. 1, 3	7.1	ı	3.06	Hrly.	1	ť	ı	ŧ	Sep. 30, 72
Espanola Town Corporation; and Public Employees 534 (Outside Employees)	Jan. 1, 7	72	1	3.18	*	ı	1	1	1	Dec. 31, 72
Iroquois Falls Town Corporation; and Public Employees 259 (Outside Employees)	Jan. 1, 7	72	ı	3.16	** **	ı	t	ş	1	Dec. 31, 72
Kapuskasing Town Corporation and Kapuskasing Public Utilities Com- mission; and Public Employees 369 (Outside Employees)	Sep. 1, 7	71 72	1 1	3,46	= =	t t		1 \$	1 4	Aug. 31, 73
Kirkland Lake Town Corporation; and Service Employees 26 (Outside Employees)	Mar. 1, 7	72 73	€ 1	2.88	::	1 3	1 1	1 1	1 1	Feb. 28, 74
Neelon & Garson Municipal Corporation; and Retail Wholesale Employees 579 (Outside Employees)	Jun. 1, 7	71	ı	3,35	:	ı	1	ı	t	Dec. 31, 71

TABLE 43 cont'd

Fynim Date			Dec. 31, 72	Dec. 31, 72	Dec. 31, 72	Jan. 31, 73	Jan. 31, 73	Dec. 31, 72	Dec. 31, 73
	Pay		Mthly.	ſ	ı	ě	Mthly.	· V	1 1
p i s t	Maximum	€3	464.00	1	ı	1	462.00	í	
rk-Ty	Minimum	- € -	425.00	ı	1	1	378.00	1	1 1
C 1 e	Effective		Jan. 1, 72	I	1		Feb. 1,72	į	1 1
	Pay	P 20	1	Hrly.	=	ge- ge-	ı	Hrly.	-
r e r	Maximm	↔	*	3.45	3.60	3,43	i	3.30	3.75
Labou	Minimum	€>	1	ı		ı	1	1	ł- 1
	Effective Date		1	Jan. 1, 72	Jan. 1, 72	Feb. 1, 72	I .	Jan. 1, 72	Jan. 1, 72 Jan. 1, 73
Municipality, Thion and	Economic Region	Wortheastern Ontario cont'd	Neelon & Garson Townships Corpora- ation; and Public Employees 33 (Office Employees)	North Bay City Corporation; and Public Employees 122 (Outside Employees)	Rayside Township Corporation; and Retail Wholesale Employees 579 (Outside Employees)	Sault St. Marie City Municipal Corporation; and Public Employees 3 (Outside Employees)	Sault Ste. Marie City Municipal Corporation; and Public Employees 67 (Office Employees)	Sturgeon Falls Town Corporation; and Public Employees 535 (Outside Employees)	Sudivity City Corporation, Sudbury Parks and Recreation Commission; and Public Employees 6 (Outside Employees)

TABLE 43 cont'd

	Expiry Date of Agreement		Dec. 31, 73	Mar. 31, 72	Dec. 31, 73	Mar. 31, 72	Dec. 31, 73	Apr. 30, 72
	Pay Period		Yrly.	1	Yrly.	1	4 1	ı
pist	Maximum	₹>-	4,750.20	1	4,599.00	ı	i t	
rk-Tyl	Minimum	£ 9.	3,708.71	ı	4,160.00	ı	l i	1
C 1 e	Effective Date		Jan. 1, 72 Jan. 1, 73	ı	Jan. 1, 72 Jan. 1, 73	ı	1 1	ı
	Pay Period		f f	Hrly.	1 1	Hrly.		:
r e r	Maximm	€9-	t I	2,80	t t	2,58	3.08 3.26	3.22
Labou	Minimim	₩	1 1	ı	1-1	ı	1 1	ı
	Effective Date		1 6	Aug. 1, 71	<i>V</i> 1	Apr. 1, 71	Jan. 1, 72 Jan. 1, 73	May 1, 71
Municipality, Union and	Economic Region	Northeastern Ontario cont'd	Sudbury City Corporation (Sudbury Parks and Recreation Commission); and Public Employees 6 (Office Employees)	Timmins Town Corporation; and Public Employees 210 (Outside Employees)	Timmins Town Corporation; and Public Employees 434 (Office Employees)	Tisdate Township Corporation; and Public Employees 28 (Outside Employees)	Valley East Township Corporation; and Public Employees 6 (Outside Employees)	Lakehead-Northwestern Ontario Atikokan Township Corporation; and Public Employees 752 (Outside Employees)

TABLE 43 cont'd

	of Agreement		Mar. 31, 71	Jan, 31, 74	Jan. 31, 74	Apr. 30, 73	Dec. 31, 73	Dec. 31, 71	Dec. 31, 73
	Pay		Mthly.	1 1	Mthly.	1 [i i	,	1 1
pist	Maximum	€	390,50	1 1	469.00	1 1	1 1	ı	l (
rk-Ty	Minimum	€	ı	ŝ į	423.00	å í	1 1	f	1 1
C 1 e	Effective Date		Apr. 1, 70	i i	Feb. 1, 72 Feb. 1, 73	i i	1 1	ı	F I
	Pay		Hrly.	b- b- d- b-	::	6n	= =	-	6- 6- 6- 6-
r e r	Maximum	€9:	2.60	3,55	3.52	3.02	3,36	2.93	3.18
Labou	Minimum	₩.	ı	i i	1 6	1 1	1 - 1	ı	5 8
	Effective Date		Apr. 1, 70	Feb. 1, 72 Feb. 1, 73	Feb. 1, 72 Feb. 1, 73	May 1, 72 Nov. 1, 72	Jan. 1, 72 Jan. 1, 73	Jan. 1, 71	Jan. 1, 72 Jan. 1, 73
Municipality, Union and	Economic Region	Lakehead-Northwestern Ontario cont'd	Dryden Town Corporation; and Electricial Workers (I.B.E.W.) 1730 (Outside and Office Employees)	Fort Frances Town Board of Parks; and Public Employees 65 (Outside Employees)	Fort Frances Town Corporation; and Public Employees 65 (Outside and Office Employees)	Keewatin Town Municipal Corporation; and Teamsters 990 (Outside Employees)	Kenora Town Municipal Corporation; and Public Employees 191 (Outside Employees)	Shuniah Municipality; and Public Employees 87 (Outside Employees)	Sioux Lookout Town Corporation; and Puulic Employees 87 (Outside Employees)

TABLE 43 cont'd

1				
7	of Agreement		Dec. 31, 73	Dec, 31, 73
	Pay Period		l ş	Mthly.
pist	Maximum	₩	1 1	374.67 402.75
k - T y	Minimum	↔	1 1	315.50
C 1 e r	Effective Date		1 1	Jan. 1, 73
	Pay Period		Hrly.	1 1
rer	Maximum	€5-	3.73 4.03	1 1
Labou	Minimum	↔	T L	1 1
	Effective Date		Jan. 1, 72 Jan. 1, 73	1 1
Municipality, [hion and	Economic Region	Lakehead-Northwestern Ontario cont'd	Thunder Bay City Corporation; and Public Employees 87 (Outside Employees)	Thunder Bay City Corporation; and Public Employees 87 (Office Employees)





